



Actions Speak Louder

# Building a Cleaner Future for Our Customers and the World

2019 Sustainability and Corporate  
Responsibility Report



## Letter from the Executive Chairman

**At Dominion Energy, our vision is clear: We are building a clean and sustainable energy future.**

To get there, we are re-examining and transforming every aspect of our business — from the poles in the ground to the people we hire to the very assets that we own and operate.



- **We set a goal of net zero carbon and methane emissions by 2050** — for both our electric and our natural gas businesses.
- **We are investing aggressively in renewable energy production and other emissions reduction programs.** In addition to wind, solar, and energy storage investments as described below we are exploring technologies such as carbon capture, and carbon-beneficial renewable natural gas. We are reducing our methane emissions by modernizing our gas distribution pipelines.
- **We are developing the largest offshore wind project in the Americas**, 27 miles off the Virginia coast. When finished, it will be able to power more than 650,000 homes at peak output.
- **We have the third-largest solar portfolio** among utility holding companies in the United States— and we are adding more capacity all the time. In Virginia alone, we plan to add [nearly 16,000 megawatts of solar](#) over the next 15 years — a nearly 40-fold increase from our current capacity.
- **We have the largest “battery” in the world** — a pumped-storage hydroelectric facility in Virginia — and we are exploring locations for others.

## Letter from the Chairman

- **We are innovating every day**, because we know that while we can draw pride from the past, we need ingenuity to build the future. So we are not only embracing change, we are driving it forward.
- **And we are evolving our strategic focus to reflect the value of our industry-leading clean energy profile.** In July of 2020, we announced the sale of substantially all of our natural gas transmission and storage assets, strategically repositioning the company toward “pure-play” state-regulated, sustainability-focused utility operations. At the same time, in the face of continued legal and regulatory uncertainty, we and our partner, Duke Energy, cancelled development of the Atlantic Coast Pipeline.
- **But we are not stopping there. We intend to go beyond net zero** by helping other sectors of the economy reduce their emissions, from transportation and industry to agriculture. We have launched one of the most ambitious electric school bus programs in the country — and the largest renewable natural gas partnership in the United States. We are exploring investments in electric vehicle charging and associated infrastructure.

We are making these and other changes while staying focused on our core mission: to safely deliver reliable and affordable energy to our customers.

And when we say this transition will be sustainable, we mean that in every sense — and for everyone. The transition to a clean-energy economy might be disruptive, but it must be equitable. To help ensure that it is, we engage with a variety of organizations that help train workers for the energy industry of tomorrow. We will not leave people behind.

**That is why we have set firm goals for diversity in hiring.**

We have made great strides in recent years. But we can do more, and we will. We have set a goal of increasing diverse workforce representation by 1 percent annually until we reach 40 percent. Diversity is both a moral imperative and a competitive advantage: Companies that are diverse are more successful.

**And we remain committed to doing good** in the communities where we live and work. In 2019 we contributed \$48.5 million to worthy causes — from the International African American Museum in Charleston, S.C., to veterans who are making the transition from military to civilian life. And our employees donated 131,000 hours to volunteer efforts. We have been doing good works for more than a century. That kind of long-term dedication builds a lot of muscle memory.

## Actions Speak Louder®

**When the coronavirus pandemic struck**, we flexed those muscles and leaned into the work of combatting the spread of the contagion and helping those affected by it. We suspended service disconnections, provided face masks for critical-care providers, donated \$1.1 million to relief efforts, extended medical benefits for our employees, and more.

Much of this report concerns the ways Dominion Energy tries to improve the common good — by protecting the environment, helping those in need, and serving the communities where we live and work. Our company’s core value of ethics calls us to these pursuits. We also believe serving others reduces risk and creates shareholder value, because we know companies do better in societies that are doing well.

That is why we committed \$5 million to social justice, equality, and community rebuilding in the wake of the killing of George Floyd in Minneapolis. In addition, we launched a six-year “HBCU Promise” initiative, committing \$25 million to support historically black colleges and universities and another \$10 million to provide scholarships to underrepresented minority students. As the coronavirus pandemic also has illustrated, we are all in this together. And “together” is how we at Dominion Energy intend to move toward the brighter future that lies ahead.

Sincerely,

**Thomas F. Farrell, II**

EXECUTIVE CHAIRMAN

October 27, 2020



## Forward Looking Information

This report contains statements concerning Dominion Energy's expectations, plans, objectives, future financial performance and other statements that are not historical facts. These statements are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. In most cases, the reader can identify these forward-looking statements by such words as "anticipate," "estimate," "forecast," "expect," "believe," "should," "could," "plan," "may," "continue," "target" or other similar words.

Dominion Energy makes forward-looking statements with full knowledge that risks and uncertainties exist that may cause actual results to differ materially from predicted results. Factors that may cause actual results to differ are often presented with the forward-looking statements themselves. Additionally, other factors may cause actual results to differ materially from those indicated in any forward-looking statement. These factors include but are not limited to:

- Unusual weather conditions and their effect on energy sales to customers and energy commodity prices;
- Extreme weather events and other natural disasters, including, but not limited to, hurricanes, high winds, severe storms, earthquakes, flooding, climate changes and changes in water temperatures and availability that can cause outages and property damage to facilities;
- The impact of extraordinary external events, such as the current pandemic health event resulting from COVID-19, and their collateral consequences, including extended disruption of economic activity in Dominion Energy's markets;
- Federal, state and local legislative and regulatory developments, including changes in or interpretations of federal and state tax laws and regulations;
- Risks of operating businesses in regulated industries that are subject to changing regulatory structures;
- Changes to regulated electric rates and regulated gas distribution, transportation and storage rates collected by Dominion Energy;
- Changes in rules for regional transmission organizations and independent system operators in which Dominion Energy joins and/or participates, including changes in rate designs, changes in Federal Energy Regulatory Commission's interpretation of market rules and new and evolving capacity models;
- Risks associated with membership and participation in PJM Interconnection, L.L.C., including risks related to obligations created by the default of other participants;
- Risks associated with entities in which Dominion Energy shares ownership with third parties, including risks that result from lack of sole decision making authority, disputes that may arise between Dominion Energy and third party participants and difficulties in exiting these arrangements;
- Changes in future levels of domestic and international natural gas production, supply or consumption;
- Impacts to Dominion Energy's noncontrolling interest in Cove Point LNG, LP from fluctuations in future volumes of liquefied natural gas (LNG) imports or exports from the U.S. and other countries worldwide or demand for, purchases of, and prices related to natural gas or LNG;
- Timing and receipt of regulatory approvals necessary for planned construction or growth projects and compliance with conditions associated with such regulatory approvals;
- The inability to complete planned construction, conversion or growth projects at all, or with the outcomes or within the terms and time frames initially anticipated, including as a result of increased public involvement, intervention or litigation in such projects;
- Changes to federal, state and local environmental laws and regulations, including those related to climate change, the tightening of emission or discharge limits for greenhouse gases and other substances, more extensive permitting requirements and the regulation of additional substances;
- Cost of environmental compliance, including those costs related to climate change;
- Changes in implementation and enforcement practices of regulators relating to environmental standards and litigation exposure for remedial activities;
- Difficulty in anticipating mitigation requirements associated with environmental and other regulatory approvals or related appeals;
- Unplanned outages at facilities in which Dominion Energy has an ownership interest;
- The impact of operational hazards, including adverse developments with respect to pipeline and plant safety or integrity, equipment loss, malfunction or failure, operator error, and other catastrophic events;
- Risks associated with the operation of nuclear facilities, including costs associated with the disposal of spent nuclear fuel, decommissioning, plant maintenance and changes in existing regulations governing such facilities;
- Changes in operating, maintenance and construction costs;

## Letter from the Chairman / Forward Looking Information

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- Domestic terrorism and other threats to Dominion Energy's physical and intangible assets, as well as threats to cybersecurity;
- Additional competition in industries in which Dominion Energy operates, including in electric markets in which Dominion Energy's nonregulated generation facilities operate and potential competition from the development and deployment of alternative energy sources, such as self-generation and distributed generation technologies, and availability of market alternatives to large commercial and industrial customers;
- Competition in the development, construction and ownership of certain electric transmission facilities in Dominion Energy's service territories in connection with FERC Order 1000;
- Changes in technology, particularly with respect to new, developing or alternative sources of generation and smart grid technologies;
- Changes in demand for Dominion Energy's services, including industrial, commercial and residential growth or decline in Dominion Energy's service areas, changes in supplies of natural gas delivered to Dominion Energy's pipeline systems, failure to maintain or replace customer contracts on favorable terms, changes in customer growth or usage patterns, including as a result of energy conservation programs, the availability of energy efficient devices and the use of distributed generation methods;
- Receipt of approvals for, and timing of, closing dates for acquisitions and divestitures;
- Impacts of acquisitions, divestitures, transfers of assets to joint ventures and retirements of assets based on asset portfolio reviews;
- The expected timing and likelihood of completion of a sale of Dominion Energy Questar Pipeline, LLC and certain other affiliated entities and the sale of Kewaunee nuclear power station, including the ability to obtain the requisite regulatory approvals and the terms and conditions of such regulatory approvals;
- Adverse outcomes in litigation matters or regulatory proceedings, including matters acquired in the acquisition of SCANA Corporation;
- Counterparty credit and performance risk;
- Fluctuations in the value of investments held in nuclear decommissioning trusts and in benefit plan trusts by Dominion Energy;
- Fluctuations in energy-related commodity prices and the effect these could have on Dominion Energy's earnings and liquidity position and the underlying value of Dominion Energy's assets;
- Fluctuations in interest rates;
- Changes in rating agency requirements or credit ratings and their effect on availability and cost of capital;
- Global capital market conditions, including the availability of credit and the ability to obtain financing on reasonable terms;
- Political and economic conditions, including inflation and deflation;
- Employee workforce factors including collective bargaining agreements and labor negotiations with union employees; and
- Changes in financial or regulatory accounting principles or policies imposed by governing bodies.

## Looking Forward

This Sustainability and Corporate Responsibility report provides data, commentary, and analysis that reflect our operations as of December 31, 2019.



As with nearly all corporate reporting, there is an element of being “out of date” immediately upon disclosure. Given the accelerating rate of change all around us, this is even more true than in the past. We are looking and will continue to look for ways to increase the timeliness of providing transparent, comprehensive, and responsive reporting.

Of course, much has happened since December 31, 2019 — in the world, in the United States, and at our company. As you evaluate this report, we welcome you to consider several major recent developments that materially impact our forward-looking sustainability and corporate responsibility profile and are not captured in the 2019 commentary and data:

- The announced sale of substantially all our natural gas transmission and storage segment assets which **strategically repositions** our company to focus on our state-regulated, sustainability-focused utility operations (as described below)
- The **coronavirus pandemic** and Dominion Energy’s response to it; and
- The **civil-rights awakening** sparked by the recent deaths of George Floyd and others.

All of which are addressed herein.

- A new and industry-leading commitment to achieve **net zero** carbon and methane emissions across electric and gas operations by 2050
- The passage of the **Virginia Clean Economy Act**, a Virginia law that provides a robust policy framework that will radically transform our electric generation fleet and reduce emissions via investment in zero-carbon generation and energy storage technologies

## Looking Forward

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### Strategic Repositioning Via Sale of Gas Transmission & Storage Assets

In July of 2020 we announced the sale of substantially all our Gas Transmission & Storage business.

This strategic repositioning will allow the company to focus on its state-regulated, sustainability-focused utility operations as well as highlight the value of our increasingly “green” energy profile — something frequently emphasized by investors and stakeholders alike.

Based on our electric utility integrated resource plan filings, we forecast that by 2035, around 70 percent of the electricity generated by our system will be zero-carbon — a significant increase from today. Our efforts to reduce emissions across our natural gas utility operations combined with our significant investment totaling hundreds of millions of dollars in renewable natural gas, will further support our progress toward our net zero targets. In fact, over the next 15 years, we plan to make significant investments on projects that will reduce our emissions footprint across the company.

Taken together, these recent developments mean that our company profile is already starting to shift from what this report portrays. We have accelerated the execution of our vision of building a clean and sustainable energy future. In doing so, we have ensured not only that our company’s future will look markedly different not only from its past, but markedly different from even its very recent past.

In short, because this report is backward-looking, it is important to note here what we consider the most salient aspect of Dominion Energy: We have used the past few months to set the company on a trajectory for strong growth and greater sustainability in the years to come.

## Our Company

# About Us

Actions speak louder. By embracing change and leaning into innovation, we are transforming the way we do business to build a more sustainable future for the planet and for our customers, employees and communities.

## 3rd

### LARGEST SOLAR PORTFOLIO

among utility holding companies

## 57%

### REDUCTION

in carbon emissions since 2005

## WHAT YOU SHOULD KNOW

**A Fortune 500 company serving more than 7 million customers in 20 states.**

**Carbon emissions cut by 57% since 2005, and methane emissions cut by 25% from 2010-2019, with more to come.**

**Committed to net zero carbon and methane emissions by 2050.**

**Largest offshore wind farm in the Americas under development.**

**Largest renewable natural gas partnership in the U.S.**

**Ranked among the best utilities for women and diversity.**



## At A Glance

More than [7 million customers in 20 states](#) energize their homes and businesses with electricity or natural gas from Dominion Energy (NYSE [D](#)), headquartered in Richmond, Va. The company is [committed to sustainable, reliable, affordable and safe energy](#) and to achieving net zero carbon dioxide and methane emissions from its power generation and gas infrastructure operations by 2050. Please visit [DominionEnergy.com](https://www.dominionenergy.com) to learn more.

### We Are THE National Leader in:



Offshore Wind



Electric School Buses



Renewable Natural Gas (RNG)



Energy Storage



Methane Emissions Reduction



Coal Ash Remediation

## We Are A National Leader in:



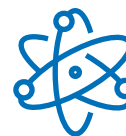
Safety



Low Rates



Carbon Emissions  
Reduction



Nuclear Relicensing



Veteran Hiring



Solar Generation

## Key Stats

(as of December 31, 2019, unless otherwise noted)

### Environmental

# 85%

of **energy generation** comes from either clean energy sources such as nuclear, renewables and hydro, or natural gas-fired generation that supports renewables

# 3rd Largest

**Solar Fleet** in operation or development among utility holding companies

# Largest

**Offshore Wind Farm** under development in the United States — 2,640 megawatts, enough to power 650,000 homes at peak output — with plans to double that by 2035

# Largest

**Renewable Natural Gas** partnership in the U.S.

## Environmental

Largest

**Electric School Bus**  
program in the nation

42+M

**(million) metric tons of  
carbon reduced** from our  
power fleet since 2005

1.2+M

**(million) metric tons  
of methane emissions  
prevented from entering  
the atmosphere** in our gas  
business since 2010, of which  
over 260,000 metric tons were  
the result of voluntary efforts

4,600 MW

of **solar generation** in  
operation or development –  
enough to power 1.1 million  
homes at peak output<sup>2</sup>

40,000+

**acres of open space**  
managed as habitat  
suitable for birds, bees,  
and other pollinators

<sup>2</sup>All values are at Dominion Energy percentages, and include projects under exclusivity/diligence, development, construction, and operation. Figures exclude projects that have power-purchase agreements with Virginia Electric and Power Company or Dominion Energy South Carolina, Inc. as offtake (that is, not owned by Dominion Energy).

## Social

\$48.5M

contributed to **community  
causes** in 2019, including:

**\$2.2 million**

contributed to match  
employee gifts and recognize  
personal volunteer service.

**\$2.5 million**

gift to International African  
American Museum in  
Charleston, South Carolina.

**\$21.2 million**

in Dominion Energy Charitable  
Foundation contributions for  
critical community needs,  
education, and more.

131,000

**hours of volunteer time**  
donated by company  
employees

\$750+M

spent with **diverse  
suppliers**

843,000+

**individuals and families**  
**helped** with energy bills  
since 1982

13,000

**home weatherizations**  
since 2015

Best Year

in **safety**

**Our Company****About Us****Financial****\$103.8B**in **total assets****#197**on the **Fortune 500**  
(as of May 20, 2020)**\$16.6B****total operating revenue****\$69.4B****market cap** as of year's  
end**Governance****31%**of the **Board of Directors**  
**are diverse****7.9****years average tenure**  
(as of March 2020)**8 of 13**have professional experience  
in **environmental matters****7 of 13**have professional  
experience in **innovation  
and technology****Standing  
Board  
Committee**devoted specifically  
to **sustainability and  
corporate responsibility**

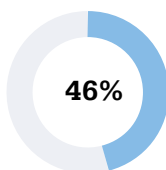


## Operating Groups\*

\*As of September 1, 2020; excludes Corporate & Other

### 2019 Earnings % by Primary Operating Segment

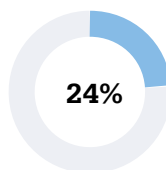
#### Dominion Energy Virginia



- 46 percent of 2019 operating earnings
- Electric generation, transmission, distribution
- 2.6 million customer accounts in Virginia and North Carolina



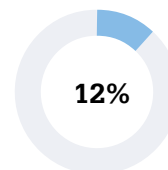
#### Gas Transmission & Storage



- 24 percent of 2019 operating earnings
- 1.1 billion cubic feet of natural gas storage
- 10,400 miles of pipelines and a liquefied natural gas terminal



#### Gas Distribution<sup>3</sup>

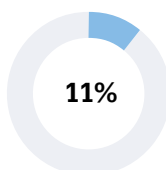


- 12 percent of 2019 operating earnings
- Four gas distribution companies and our renewable natural gas business
- 3 million customer accounts in six states



<sup>3</sup>In July of 2020 Dominion Energy announced the sale of substantially all of its Gas Transmission & Storage business.

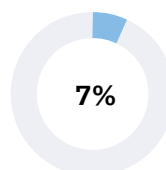
#### Dominion Energy South Carolina



- 11 percent of 2019 operating earnings
- Vertically integrated electric and gas utility
- Electric generation, transmission and distribution, and gas distribution



#### Contracted Assets

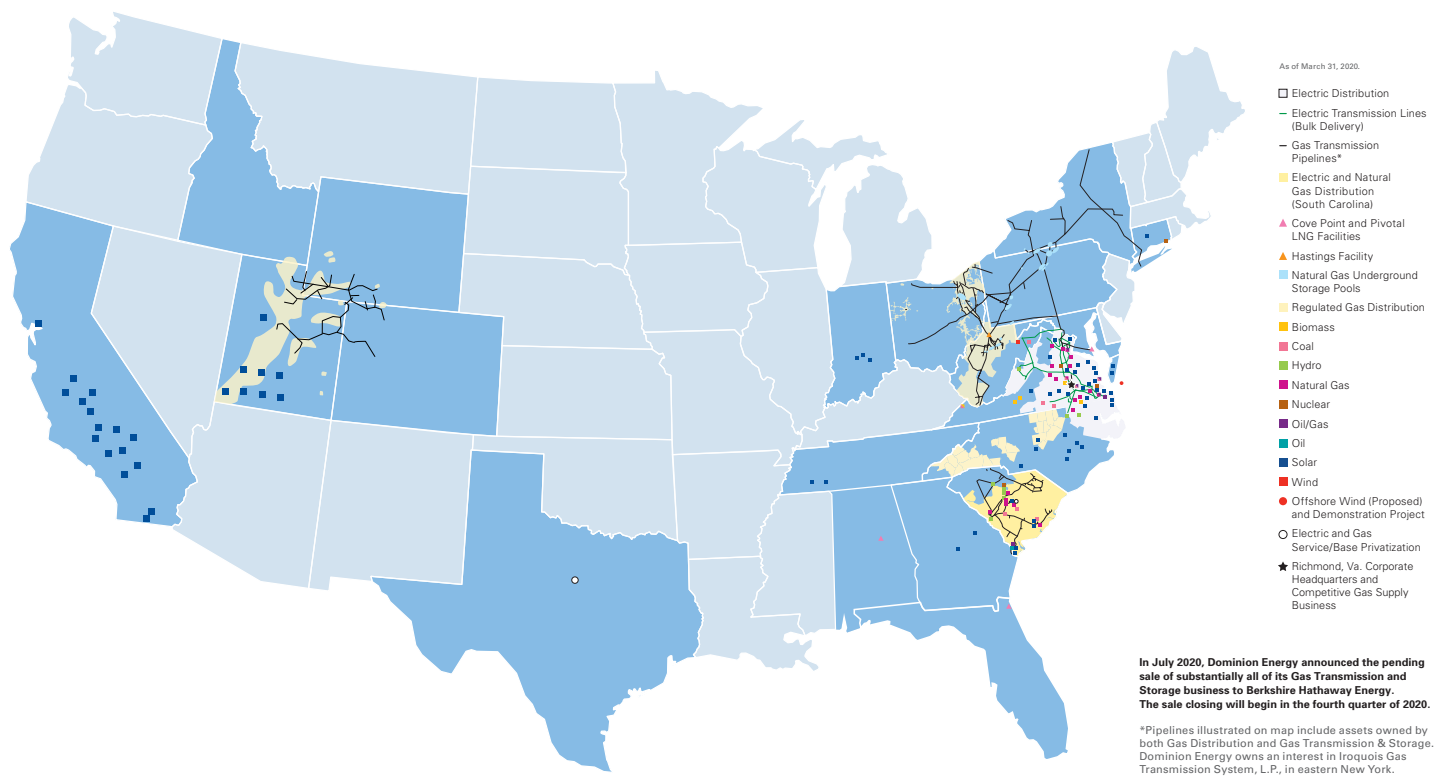


- 7 percent of 2019 operating earnings
- Long-term contracted solar
- Nuclear generation
- 50 percent interest in Cove Point



## Where We Work

(as of March 31, 2020)



## Awards and Recognition

### World's Best Employers 2019

*Forbes*

### Best Employers for Diversity 2020

*Forbes*

### America's Most Responsible Companies 2020

*Newsweek*

### Perfect score (100) on the Human Rights Campaign's Corporate Equality Index

### "Trendsetter" award for political disclosure and accountability

from The Center for Political Accountability and the Zicklin Center for Business Ethics Research at the University of Pennsylvania

### Flame Bearer of Education Award

Virginia United Negro College Fund

### "Best for Vets" for 10th consecutive year

*Military Times*

### Top Veteran-Friendly Company 2019

*U.S. Veterans*

### Top Supplier Diversity Programs 2019

*U.S. Veterans*

### Top Utility 2020

*Black EOE Journal*

### Top 10, "Military Friendly Employers"

*G.I. Jobs*

### "Military Friendly Spouse Employer"

*G.I. Jobs*

### A- / Leadership Score in 2019 Climate CDP Report

(for 2018 performance)

### A / Leadership Score in 2019 Water CDP Report

(for 2018 performance)

### Third-most-admired company in power sector for 2020

*Fortune*

### Emergency Response Award (January 2019, for Tropical Storm Michael in 2018)

from the Edison Electric Institute

### Emergency Recovery Award (January 2020, for Hurricane Dorian in 2019)

from the Edison Electric Institute

### #Hes4Shes Award for advocacy of and support for women-owned businesses

from the Women's Business Enterprise National Council

### DC Done Deals Corporate Opportunity Award

Women Presidents' Educational Organization

### American Gas Association Safety Achievement Award for Employee Safety

earned by Dominion Energy West Virginia; Dominion Energy South Carolina; Dominion Energy Ohio; Dominion Energy Carolina Gas Transmission; Dominion Energy Questar Pipeline; Dominion Energy Transmission

### American Gas Association Industry Leader in Accident Prevention Award

earned by Dominion Energy Ohio and Dominion Energy Utah-Wyoming-Idaho

### American Gas Association Safety Achievement Award for Vehicular Safety

earned by Dominion Energy Carolina Gas

### "SunRiser" Award (for the third year running) for Dominion Energy South Carolina

from the Southern Alliance for Clean Energy

## Our Company

# COVID-19 Response

From the earliest days of the pandemic, Dominion Energy took swift and comprehensive action to protect the health and safety of our customers, our communities, and our employees, while continuing to focus on our core mission of delivering clean, safe, reliable, and affordable energy around the clock.



## WHAT YOU SHOULD KNOW

**As soon as the first U.S. case of COVID-19 was identified, we began preparing our response.**

**We suspended service disconnections and took other steps to ease economic distress among our customers.**

**We enacted extensive measures to protect our employees' health and expanded employee benefits to help workers cope with disruption.**



## COVID-19 Response

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While infections from the novel coronavirus did not reach the U.S. until 2020, the effects of the pandemic were so profound, and the required countermeasures so extensive, that waiting to detail Dominion Energy's response until next year's sustainability report seemed ill-advised. We have therefore provided the following summary.

### Swift Action

From the start, our company took strong measures to protect our employees, our customers, and the communities in which we operate. We:

- Updated and tested our pandemic and business-continuity plans;
- Provided extra cleaning and disinfecting supplies to all our facilities;
- Established contracts and supplies to "fog" all facilities with presumed-positive employee or contractor exposure within 24 hours;
- Contracted with medical partners to provide proactive COVID-19 testing for our employees;
- Reminded employees constantly about simple hygiene habits to prevent the spread of all viruses;
- Provided Dominion Energy branded masks, neck gaiters, and no-touch tools for employees' protection;
- Limited outside visitors to our facilities;
- Required vendors and contractors to complete health assessments before entering our facilities;
- Restricted travel; and
- Required those who had traveled abroad to notify the company.



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"Companies like Micron, Home Depot, and Dominion Energy have donated tens of thousands of PPE — and to those folks, I say thank you."

**Virginia Governor Ralph Northam**

March 27, 2020

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## COVID-19 Response

### Customers and Communities

As soon as the gravity of the situation became apparent, we took the following steps to help our customers and communities:

- Suspended disconnections for non-payment during the emergency and reconnected customers previously disconnected due to nonpayment (as of July 25, 2020, Dominion Energy had refrained from disconnecting more than 155,000 customers and reconnected almost 2,000 residential customers);
- Reconnected customers previously disconnected due to non-payment;
- Waived late fees;
- Encouraged contact with our customer-service centers;
- Shared conservation tips to help save on energy costs while working from home;
- Encouraged customers facing financial difficulties to contact us so we could provide assistance on a case-by-case basis;
- Made N95 masks available to help critical-care providers in the areas where we do business;
- Procured over 65 percent of personal protective equipment from small, local, and diverse suppliers;
- Donated more than \$1 million to help nonprofit organizations provide coronavirus relief efforts; and
- Worked with state and federal agencies and our largest customers to help identify temporary medical facilities, if such facilities are needed.

Throughout, we continued to focus on our core mission of delivering safe, reliable energy around the clock, no matter what obstacles might arise. In the midst of the pandemic, nature also pummeled some communities we serve in other ways. In mid-March, the largest earthquake in three decades struck the Salt Lake City area in Utah, leading to a 20-fold increase in service calls. Our employees responded quickly and worked tirelessly to ensure continued service. Despite the magnitude of the earthquake, surveys found zero material gas leaks.

In mid-April, powerful tornadoes ripped through South Carolina. It was the most prolific day of tornado activity in four decades, and included the most powerful tornado since 1995. At least nine people were killed, and 72,000 customers in our service area lost power. Despite the obstacles posed



In April 2020, more than 75 Dominion Energy employees volunteered to make face masks for colleagues working in the field, in close quarters, or directly with customers.

## COVID-19 Response

by the pandemic, Dominion Energy South Carolina restored power to 94 percent of customers within 24 hours and 100 percent of customers within 60 hours.

Many of our employees also undertook their own efforts to ease the burden of the pandemic. For example, Sarah Peyton, a supervisor at our North Anna Power Station who enjoys photography, helped students from Louisa County High School in Virginia preserve memories of their pared-down graduation ceremony. Health coach Leesa Stout sewed masks for Lexington Medical Center in South Carolina. Dina Qureshi, an engineer in Ashburn, Virginia, learned to sew so she could make masks for local health care workers. And many other employees joined a company-led effort to make masks as well.

## Protecting and Helping Employees

Starting March 16, 2020 — before any states' stay-at-home directives took effect — Dominion Energy required all employees who could work from home to do so and ensured that all such employees had the necessary technology and connectivity to do so. Around the same time, we also:

- Established a virtual-internship program to maintain our commitment to 2020 interns and ensure the continuity of our workforce development plan of attracting and developing talent;
- Rolled out a "Flexible Leader Toolkit" containing training resources for leaders on how to lead virtually; and
- Granted employees whose personal needs made full-time work difficult the ability to convert to part-time status or take extended leave without pay — with benefits — for up to 90 days with the peace of mind that their jobs would be secure upon their return.

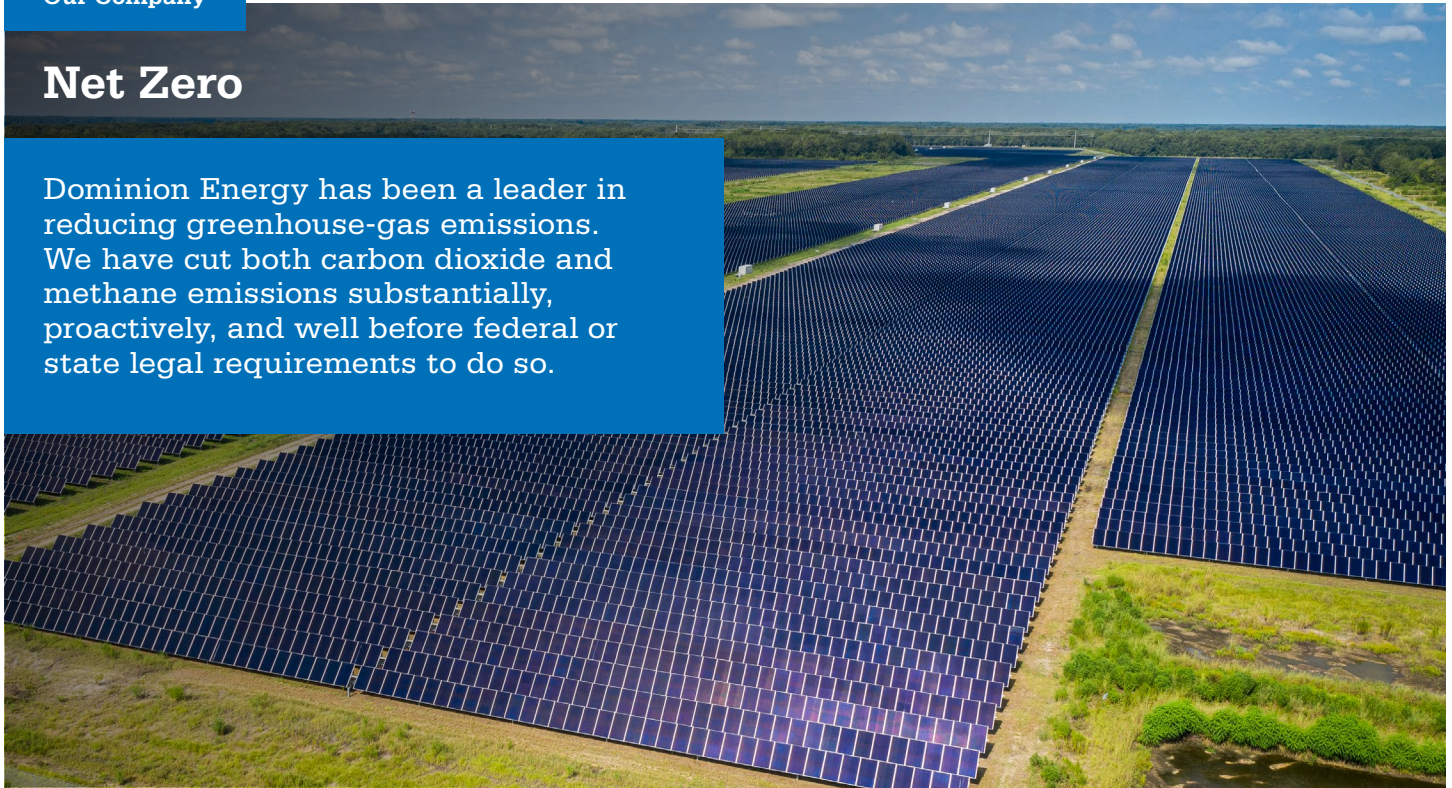
Throughout the pandemic we kept critical operations running and continued to provide clean, safe, reliable, and affordable energy to our customers. We also learned valuable lessons and gained useful experience in crisis management, which should make our response to future emergencies even more nimble and effective.

- Established frequent communications with employees through multiple media;
- Provided an additional 80 hours of paid leave to all employees who needed additional time for health or child-care reasons related to the pandemic;
- Approved policies to protect employees who had to enter customers' homes;
- Established a relief fund to help employees and interns with extraordinary costs stemming from natural disasters, including pandemics;
- Cancelled our annual "Family Fun Days" event and redirected a portion of the money set aside for the event to the relief fund;
- Provided free telemedicine service under the health plan for consultation with a doctor from any location — helping to avoid overburdening the health care system;
- Offered full coverage for all coronavirus testing costs under the Dominion Energy health plan;
- Made possible virtual professional development opportunities and volunteer opportunities, both internal and external, within social distancing guidelines;
- Greatly expanded online learning options;



## Net Zero

Dominion Energy has been a leader in reducing greenhouse-gas emissions. We have cut both carbon dioxide and methane emissions substantially, proactively, and well before federal or state legal requirements to do so.



As we have lowered emissions — sometimes further and faster than our own self-imposed targets required — we have re-evaluated our goals to see how much more we might achieve. In early 2019, we set new, more ambitious targets: a 55 percent reduction in carbon emissions by 2030 (from a 2005 baseline) and a 50 percent reduction in methane emissions by 2030 (from a 2010 baseline). In addition, we aimed to cut carbon emissions 80 percent by 2050.

Continued analysis in 2019 led to a new target that we announced in early 2020: net zero emissions by 2050. This goal covers carbon and methane from both our electricity generation and natural gas operations in all the states where we do business.

In announcing the sale of substantially all of our gas transmission and storage assets, we expect to immediately upon closing reduce the emissions profile of our natural gas business by 50 percent.

As we work toward net zero emissions by 2050, we also will focus on near-term progress. Under net zero, the company will reduce methane emissions 65 percent by 2030 and 80 percent by 2040 (from 2010 levels). Further, the company has committed to invest in carbon-beneficial renewable natural gas (RNG) projects that will capture an amount of methane



### Net Zero

from U.S. farms equivalent to any remaining methane and carbon dioxide emissions from the company's natural gas operations, making Dominion Energy's gas infrastructure business net zero 10 years before the overall company.

To reach these goals, in the near term we will seek extension of the licenses of our zero-carbon nuclear fleet in Virginia, rapidly expand wind and solar, invest in carbon-beneficial renewable natural gas, expand our industry-leading methane emissions-reduction programs, and use low-carbon natural gas to support the integration of wind and solar into the grid by mitigating intermittency issues and ensuring around-the-clock reliability as higher-carbon coal- and oil-fired facilities are phased out.

These changes will accelerate the company along a trajectory we have traveled for more than a decade. In 2005, our enterprise-wide power generation involved approximately 35 percent zero-carbon sources. Based on current forecasts, we project that the total share of zero-carbon generation should rise to around 70 percent by 2035.

Over the long term, net zero will require supportive legislative and regulatory policies, advancements in technology, and broader investments across the economy. This includes investments in large-scale battery storage, hydrogen, advanced nuclear technology, and carbon capture. A more refined pathway will be laid out in Dominion Energy's next Climate Report, development of which is in process.

While we are not the first utility to set a net zero goal, we are among the largest and most operationally diverse to do so for both electric and natural gas operations. Moreover, we consider it imperative that our goal, and the means by which we propose to reach it, be credible. Above all, that means that we will always pursue it with our customers in mind. Our customers expect a clean environment. They also expect safe, reliable, and affordable energy. We intend to meet all of those expectations.

We also propose to reach our goal without imagined quantum leaps in technology. The technological improvements we anticipate are extrapolations from existing applied science, such as battery storage and carbon capture, that have already been proven.

Under net zero, we do not propose to eliminate all greenhouse-gas emissions. Rather, we will prevent emissions to a technologically and economically feasible point, and net out any remaining emissions through a combination of

#### Enterprise-wide Generation (MWh)

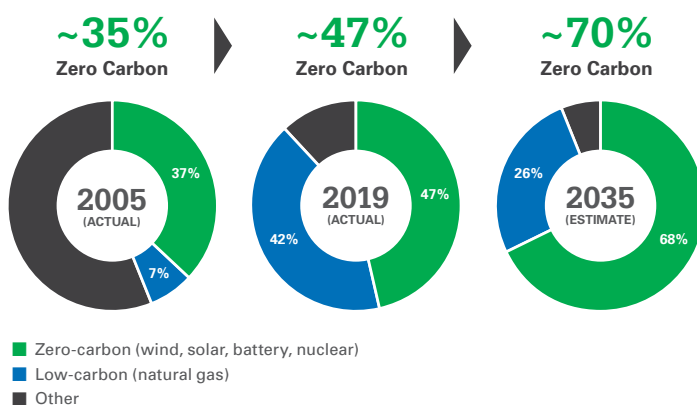


Chart incorporates the following assumptions:

- Enterprise-wide generation (MWh) includes Contracted Generation, Dominion Energy South Carolina (DESC) and Dominion Energy Virginia (DEV)
- DEV forecasted generation mix assumes VA IRP Plan B filed in May 2020
- DESC forecasted generation mix assumes DESC IRP Plan RP2
- Contracted Generation assumes generation mix is the same 2019 actuals

## Net Zero

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carbon-beneficial technologies (such as renewable natural gas) and other verifiable methods, including reforestation. Likewise, we do not expect every business segment to attain net zero emissions — but some will go beyond net zero, so that Dominion Energy as a whole will attain net zero enterprise-wide.

Furthermore, we intend to be fully accountable for our performance. As we work toward the 2050 goal, we will be open and transparent about the progress we are making through regular public disclosures. That includes transparency in the form of our required Integrated Resource Plans, which we file in Virginia, North Carolina, South Carolina, and Utah. In addition, our emissions commitments are outlined in this annual Sustainability and Corporate Responsibility report. We also make disclosures as a member of the One Future coalition and through other information we share voluntarily with the U.S. Environmental Protection Agency (EPA) and non-profit organizations, such as CDP.

While Dominion Energy's net zero goal aligns with recent developments in public policy, including the Virginia Clean Economy Act (which became effective in July 2020), our clean-air commitments, including net zero, preceded such legislation. Rather than drive our commitments, the increasing focus on addressing climate change reflect the soundness of the company's long-term strategy and its values-driven approach to doing business. And although we did not set out with the aim in mind when we developed our long-term strategy, our strategy has helped ensure that we would be ready to meet evolving public policy requirements and new compliance targets. In the coming months we plan to issue a Climate Report that will further refine a roadmap to net zero emissions and analyze the business risks presented by different climate and climate-policy scenarios.

For further explanation of our approach to net zero and the business initiatives we have launched as part of it, see the "[Environment](#)" section of this report.



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While we are not the first utility to set a net zero goal, we are among the largest and most operationally diverse to do so for both electric and natural gas operations.

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## Values, Ethics & Compliance

At Dominion Energy, everything starts with clear values. Doing the right thing is a constant thread woven throughout the fabric of our culture — one that we keep front of mind through intentional effort. Maintaining the trust of investors, customers, regulators, and other stakeholders is crucial. We know actions speak louder than words, so we deliver on our commitments.



### WHAT YOU SHOULD KNOW

**Our company is driven by five core values: Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy.**

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**Our values are not just slogans on a wall; we live them every day.**

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**We have rigorous systems in place to ensure compliance with laws and regulations.**

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**When we fall short of our high standards, we are usually the first to say so — and we remedy our shortcomings.**

## Our Values



**Safety**



**Ethics**



**Excellence**



**Embrace  
Change**



**One Dominion  
Energy**

Five core values guide the people of Dominion Energy: Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy — our term for teamwork. These values define who we are. They form the basis of our company culture, set the course for our actions, align our culture and strategy, and create the environment for long-term success.

We reinforce these values through management tone and oversight that start at the top. New employees learn them on day one. They are continually modeled and reinforced throughout the company and throughout everyone's career. For example, we begin meetings with a safety message; our employees coach one another on safe work habits; and incentive compensation is contingent upon company-wide safety performance.

## Our Values in Brief



### Safety

Safety is our highest priority — in the workplace and in the community. The work we do can be dangerous. So our first and fundamental goal is to send every employee home safe and sound, every day. That is the only acceptable standard of performance.

### Ethics

Integrity, individual responsibility, and accountability go hand-in-hand with bottom-line results. We cannot and will not take shortcuts to achieve our goals and fulfill our obligations to stakeholders. Ethical behavior matters, and our reputation depends on it.

### Excellence

We set high performance standards and are committed to continuous improvement in all areas of our business. The odds of long-term success improve when we go beyond “good” and strive for “great.” Our aim is not to be the biggest energy company, just the best.

### Embrace Change

Transformation and growth are the keys to long-term prosperity. A culture of receptivity to change and passion for innovation propels our company forward, ensuring that our stakeholders will continue to flourish and that our best days still lie ahead.

### One Dominion Energy

It’s about teamwork. It is a unifying outlook that transcends organizational boundaries and focuses on our shared mission and purpose. We know that strong, sustainable performance depends on how well we support one another in executing our business plan.

Each of these values plays an integral role in sustainability — by safeguarding the health and welfare of our employees, communities, and environment; fostering trust between Dominion Energy and others; and ensuring that the company uses innovative strategies to safeguard the well-being of all our stakeholders, today and long into the future.



## Values, Ethics & Compliance

### Values in Action

Naming your values does little good if you don't also live them. At Dominion Energy, we take our values down off the wall and put them into action. Here are just a few of many examples from 2019.

#### Safety

In 2019, Dominion Energy reported an OSHA-recordable injury rate of 0.62 — a record-setting performance. That still equates to 128 workplace injuries, which is 128 too many: We will not rest until we reach and maintain zero. Some of our business units have done that: Dominion Energy West Virginia went 34 months without an OSHA-recordable incident, and our Ben's Run gas distribution office in Tyler County, W.Va., has gone 17 years without an OSHA-recordable incident. Dominion Energy South Carolina achieved a historically low OSHA rate of 0.54, despite the distractions created by integrating the former SCANA into our business. For our electric school bus program, we insisted upon safety belts in new buses even though they are not required by law.

#### Ethics

"Doing the right thing" covers a lot of ground. For example, each of our power generating stations performed a sustainability project in 2019, and every major generation construction project was reviewed for environmental-justice concerns. And for the second consecutive year, the nonpartisan Center for Political Accountability and the Zicklin Center for Business Ethics Research at the University of Pennsylvania recognized Dominion Energy as a Trendsetter — the top level for leadership in political disclosure and accountability.

#### Excellence

Elsewhere in this report, you will find a section listing various awards the company has won — for everything from our diversity efforts to our storm response. We don't do anything just for applause, but we are grateful when external validation confirms that our hard work is producing palpable results.

Among the awards the company received in 2019 was Engineering Project of the Year from S&P Global Platts for our Greenville Power Station in Virginia.

Internally, we also recognize employee innovation with the Chairman's Excellence Awards, which honor teams and individuals that use ingenuity and creativity to enhance the work we do every day.



Dominion Energy West Virginia employees pose beside a banner emphasizing the company's primary core value.

#### Embrace Change

Two thousand and nineteen proved to be a transformative year for Dominion Energy. We made vast changes to our generation fleet; implemented a series of exciting new clean-energy innovations; and launched a smart-home and security service. We are using sprint teams to explore emerging technologies and business models. After our Ohio and West Virginia operations piloted an Innovation Accelerator program that helped move ideas from conception to execution in 2018, the program was expanded in 2019, and Innovation Accelerators gathered for a summit during our 2019 Innovation Expo. These forward-thinking steps have positioned us well to embrace the additional changes we will be making as a result of the Virginia Clean Economy Act, legislation passed by the 2020 General Assembly aimed at reducing greenhouse-gas emissions over the next three decades, as well as those that will follow from the pending sale of substantially all of our gas transmission and storage business that was announced in July of 2020.

#### One Dominion Energy

On January 1, 2019, Dominion Energy and SCANA Corporation completed their proposed merger. In the time since, we have continued the work of integration, adopting the best of both companies to make the combined whole that much stronger. More than 200 change agents fanned across the company to support systems migration, and more than 140 workshops took place to consolidate information technology. We employ cross-functional sprint teams to explore the business opportunities of emerging technologies; the teams break down organizational silos and come from all areas of the enterprise.

## Ethics & Compliance

Dominion Energy will always follow the laws and regulations that govern our industry. After all, compliance is important and necessary — but we never consider it sufficient. A commitment to strong values is imperative. To reinforce that commitment, employees complete annual training in ethics and compliance. Employees also certify annually that any potential compliance items have been reported or are being addressed.

Dominion Energy maintains a comprehensive Ethics and Compliance Program to uphold the expectation that our leaders, employees, and suppliers act with integrity, respect, and good judgment — and in compliance with the law. Our Ethics and Compliance Program defines responsibilities through the [Code of Ethics and Business Conduct](#), provides resources and, when necessary, administers disciplinary action. The program has the following key elements.

### Management Oversight

The Board of Directors oversees the Ethics and Compliance Program through its Audit Committee. To oversee and support an enterprise-wide approach to managing critical compliance matters, the company's chief compliance officer has established a Compliance Council. Its members are senior officers representing our business units and key areas of responsibility. Additionally, the Ethics and Compliance team members work along with the Law Department, Regulatory Compliance, Corporate Security, and Human Resources to ensure that Dominion Energy follows all applicable laws, regulations, and company policies, and maintains high ethical standards in its business activities.

### Training

All employees, officers, and Board members receive annual training on the company's Code of Ethics and Business Conduct. New hires also receive this training. In addition, other interactive ethics and compliance training and education events are made available to leaders and employees throughout the year. The code requires employees to know and comply with all regulatory requirements that apply to their business areas. Those affected by various regulatory requirements receive training on federal and state codes and standards of conduct, and other applicable regulations. Compliance-related training is targeted to the

appropriate audiences and provides processes for employees to ask questions and seek additional guidance when needed.

### Advice and Guidance

The Ethics and Compliance Program receives numerous questions from employees seeking advice on ethical matters. Since a variety of scenarios can raise questions of ethical conduct, we encourage employees to ask whenever they are unsure about a situation, to avoid even the perception of a conflict of interest. Employees may, and do, use a dedicated email account to ask questions or seek guidance about ethical concerns and compliance issues.

### Reporting and Addressing Concerns

Employees have a duty to report any concerns whenever they suspect noncompliance, misconduct or illegality. In all cases, retaliation for good-faith reporting is strictly prohibited. We provide a variety of reporting options, including a dedicated, confidential compliance telephone line and website that allow employees who wish to remain anonymous the ability to do so. Employees also may report concerns by contacting the ethics and compliance staff and other appropriate personnel. Each year, we survey employees to help identify and address potential compliance concerns.

Dominion Energy stakeholders can report concerns by contacting the compliance line or by [communicating directly](#) with independent members of the Board of Directors. We categorize reported concerns by type of allegation to facilitate investigation by appropriate company representatives and review every question and concern to determine if it is covered under the Ethics and Compliance Program. This also promotes our ability to identify, monitor, and address any trends by category of allegation. A compliance attorney oversees all ethics and compliance investigations. Questions and concerns that raise ethical or compliance issues are investigated and resolved under the guidance of the program.

## Supplier Code of Ethics and Business Conduct

Dominion Energy expects all suppliers to share our commitment to ethics and compliance. Our [Supplier Code of Ethics and Business Conduct](#) outlines these minimum expectations, including in the areas of human labor practices, responsible sourcing, and the health and safety of suppliers' employees. The code's main purpose is to promote lawful and ethical behavior in all of our business dealings.

In addition, we expect our suppliers to follow our company's guidelines in other important areas, including:

- Ethics and compliance;
- Health and safety;
- Human rights;
- Supplier diversity;
- Conflicts of interest;
- Business courtesies;
- Accounting and financial reporting;
- Regulatory requirements;
- Insider Trading;
- Environmental compliance and stewardship;
- Sustainability;
- International business conduct;
- Protection and proper use of Dominion Energy assets; and
- Antitrust.

## Political Participation

Dominion Energy bears a responsibility to a wide range of stakeholders. Those include our shareholders — the company's owners — as well as our employees, customers, contractors, and retirees.

These and other stakeholders depend on the company's long-term stability for their financial security. The decisions of local, state, and federal policymakers can affect our company's operations immensely, so we owe it to our stakeholders to stay abreast of political and policy developments that could affect the company's fiscal health,

and to exercise the constitutional right to petition government on our own and their behalf.

Some of the company's employees want to do even more. So Dominion Energy also operates a political action committee, or PAC. Participation is strictly voluntary and nonpartisan. Membership is open to eligible employees, the Board of Directors, and shareholders. The PAC aims to articulate the company's views at all levels of the political process.

## Transparency

In the interest of transparency, every year we voluntarily [report](#) the corporate political contributions we make to tax-exempt 527 and 501(c)(4) organizations, as well as the lobbying portion of trade association payments and dues. In addition, we disclose our political contributions on the website of the Federal Election Commission and the electoral board website of the states in which we contribute to state and local elections. Because of such efforts, the Center for Political Accountability recognized Dominion Energy as a trendsetter for [transparency and disclosure](#) with regard to political contributions.



## On Social Justice

**“Injustice anywhere is a threat to justice everywhere.”**

Dr. Martin Luther King, Jr. made that statement over 70 years ago. It is a powerful reminder that for men and women to live in society together, we all share a duty not to tolerate violence, hatred, prejudice, and discrimination no matter how they reveal themselves.



In 2020, our nation has been reminded that none of us is truly free and able to profit from the promise of equal justice until all of us are free. The tragic deaths of unarmed African Americans — including George Floyd, Tamir Rice, Breonna Taylor, and Ahmaud Arbery, among many others — have caused all of us to question what more we must do to make the promise of America real for everyone. In addition, these events have shined a light on the systemic racism and inequalities that still persist and threaten to unravel our American experiment.

Our company recognizes that our obligations as a corporate citizen extend beyond the bounds of simply engaging in prudent commerce. Our charge as a good corporate citizen is not just to avoid evil, but to do good and to improve our communities at every opportunity.

At Dominion Energy, we know that companies cannot be mere mechanisms of the market; they must have a broader purpose. And while the nationwide awakening that has taken place over the past few months is about something far greater than us, we know we cannot stand idly by as it unfolds. Our company's core values call us to participate in solutions. To make things better.

We have always tried to do so, particularly when it comes to questions of equity.

- We have a formal Environmental Justice policy that calls for fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income in siting and construction of our infrastructure projects.

- 31 percent of our Board of Directors and 71 percent of the CEO's direct reports are diverse, and 29 percent of his direct reports are African American.
- We have contributed over \$48 million in 2019 and volunteered over 131,000 hours.
- We have an aggressive diversity recruitment strategy, through which we are steadily increasing the percentage of new hires who are diverse — with a goal of 50-plus percent of all new hires being women or underrepresented minorities from our service territories.



## On Social Justice

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For us, fairness is not a talking point, it is a non-negotiable. We put it into action. To cite just one example: Our Strategic Underground Program improves reliability by placing the most outage-prone power lines underground. Because we recognize that a lack of power can fall especially hard on the most vulnerable, the program has so far undergrounded a larger proportion of eligible mileage in lower-income areas compared to more affluent communities.

Likewise, we have undertaken the cause of expanding broadband into rural communities to help solve the problem of the digital divide that disproportionately limits opportunities for African American and LatinX communities in our digital economy.

We provide a best-in-class energy assistance program, EnergyShare, for our at-risk customers, but we don't just stop there. In one recent instance we provided financial assistance to a municipal utility so that it could avoid disconnecting its customers who have accrued past-due balances because of the hardship of COVID-19.

You can read more about those and other efforts in the body of this report. For us, such policies are standard operating procedure. Some might call them business as usual.

But the aftermath of George Floyd's death was not a business-as-usual moment. And we were determined not to treat it that way.

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As protests filled the streets, we convened a company-wide virtual town hall, where I was joined by a diverse group of leaders who led a conversation about the national movement emerging in the wake of George Floyd's death. It was a frank and emotional discussion. Our employees reported that it was educational, moving, and ultimately hopeful. But it is only a beginning.

While hard conversations are vital, they are not enough. So we took action by committing \$5 million for contributions to nonprofits focusing on social justice and equality and to help rebuild communities. We recognized Juneteenth as a planned Day of Service focused on social justice and equality, to bring our people together in support of one another and the community. And we committed \$35 million to advance higher education equity — \$25 million in support of historically black

colleges and universities and \$10 million in scholarships for African American and other underrepresented minority students. As we look ahead, we are exploring more opportunities for employees to help address the nation's unfulfilled promise of equal justice.

We are doing these things because we know that at its deepest level, sustainability is about ensuring that people — *all* people — have the means to flourish.

In order for people and our communities to flourish we must do all we can to protect the environment, to strengthen our communities, and to champion the right of every citizen to life, liberty, and the pursuit of happiness — regardless of race, gender, sexual orientation, or identity.

Dominion Energy intends to lead the way.

Sincerely,

**Carlos Brown**

SENIOR VICE PRESIDENT,  
GENERAL COUNSEL AND CHIEF COMPLIANCE OFFICER



## Our Company

# Governance and Risk Oversight

Most of what goes right with an enterprise — and most of what goes wrong with it — can be traced back to decisions made at the top. Good corporate governance and risk oversight ensure that Dominion Energy remains a reliable steward of the resources in our care and a trusted partner to our customers and communities.

## WHAT YOU SHOULD KNOW

**Ultimate responsibility for the oversight of company performance and strategic direction rests with the Board of Directors, including on sustainability and Environmental, Social and Governance (ESG) matters.**

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**The Board has a separate committee dedicated to sustainability and corporate responsibility.**

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**Dominion Energy has a firm commitment to human rights that is consistent with our company's core values and cuts across all our operations.**

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**We expect our suppliers to meet the same standards we impose on ourselves.**

## Governance Structure

Good corporate governance ensures that Dominion Energy remains a proficient and trustworthy steward of the resources entrusted to our care. This accountability goes hand-in-hand with our core values of Safety, Excellence, Ethics, Embrace Change, and One Dominion Energy and is essential to preserving the long-term sustainability of Dominion Energy for our shareholders, employees, customers, the communities in which we work, and the natural environment in which we operate.

At the top of the leadership pyramid sits the Board of Directors. It has a fiduciary duty to oversee the management of the company's business and uphold shareholder interests. Accordingly, our Board of Directors has oversight of the company's environmental performance and sustainability initiatives, along with our long-term growth strategy—which addresses the interests of shareholders and other stakeholders, including customers, employees, suppliers, our neighbors in the communities we serve, and the environment.

We have a well-rounded and diverse board in the broadest sense — one that reflects a diversity of gender, race, age, board tenure, professional experience, community involvement, skills, geography, and other attributes. In accordance with our Corporate Governance Guidelines, the Compensation, Governance and Nominating (CGN) Committee recommends director candidates who represent a mix of backgrounds and experiences that will enhance the quality of the Board's deliberations and decisions. For biographical information, including key experience, attributes, skills and qualifications, for each of our directors, see our [Proxy Statement](#).

The Board operates through four committees: Audit, CGN, Sustainability and Corporate Responsibility (SCR), and Finance and Risk Oversight. All four committees are composed entirely of independent directors, and we have an independent lead director who chairs the executive session of our independent, non-management directors at each regularly scheduled Board meeting.

The Board's structure and responsibilities are outlined in its Corporate Governance Guidelines, which also include the duties and responsibilities of our lead director and our director independence standards. The SCR Committee had its first full year in 2019, with each meeting agenda devoted to ESG matters. The meetings covered the company's charitable-contribution and community-service program,

environmental justice, ESG risk assessment, updates on carbon and methane emission targets, and other ESG-related matters. The SCR Committee also reviewed the SCR Report and received updates on the company's performance against its commitments.

During 2019, the full Board received reports on innovation, technology, and sustainability initiatives across the company, including offshore wind generation, renewable natural gas (RNG) projects, an electric school bus pilot project, and a company-wide workplace sustainability program, among other items. The chief environmental officer and chief innovation officer also provided reports to the full Board in 2019. The full Board will continue to discuss ESG matters at each regularly scheduled meeting.

We review our governance documents and policies regularly and propose changes whenever new rules or regulations are introduced; or whenever changes are consistent with good governance practice and in the best interests of our company and our shareholders.

The Corporate Governance Guidelines, each committee's charter, and other governance policies can be found on our [Governance webpage](#).

Stakeholders may contact our non-management directors by [clicking here for more information](#).

OR at

**Board of Directors**  
**c/o Corporate Secretary**  
**Dominion Energy, Inc.**  
**P.O. Box 26532**  
**Richmond, VA 23261**

## Sustainability and Corporate Responsibility Committee

In 2018, the Board formed the Sustainability and Corporate Responsibility Committee, which assists the Board by:

- Overseeing strategies, activities, and policies regarding environmental sustainability, human talent management, corporate social responsibility, and public issues of significance and related innovation matters that may affect the company's stakeholders;
- Reviewing sustainability and corporate responsibility reports and similar communications and reporting to stakeholders on environmental and social responsibility initiatives and activities;
- Reviewing sustainability targets and receiving progress reports on achieving those commitments; and
- Overseeing the company's initiatives to support innovation, technology, and sustainability.

## Human Rights

Dominion Energy believes every person has a right to be treated with dignity and respect; to exercise autonomy and self-determination; to receive fair and equal treatment; and to work in a safe and supportive workplace regardless of individual attributes or membership in a demographic class. This commitment to human rights is consistent with our company's core values and cuts across all of our operations. It has earned Dominion Energy a perfect score on the Human Rights Campaign's Corporate Equality Index, as well as recognition as a top employer for diversity and for women.

## Workplace Expectations

Dominion Energy demands a humane workplace free from discrimination, harassment, physical coercion, hazing, and any form of violence. Our values of Ethics and One Dominion Energy motivate us to promote an inclusive, productive, and welcoming work environment. We expect our employees — especially our leaders — to act in a professional manner and treat one another with respect, honesty, and decency. Respect in the workplace includes fostering a culture of diversity and inclusion. An inclusive environment encourages the acceptance and appreciation of all talents, thoughts, and energies.

Under no circumstance should any employee, contractor or other agent, or job applicant be treated less favorably because of race, color, ancestry, sex, gender, religion (including religious dress and grooming practices), national origin, age, actual or perceived physical or mental disability, medical condition, genetic information, sexual orientation, gender identity or expression, military or veteran status, marital status, status as a victim of domestic violence, or any other classification protected by state, federal, or local law.

As part of our commitment to safety, we will not tolerate any form of workplace violence. Violence includes any verbal or physical conduct that causes someone to fear for his or her personal safety, the safety of coworkers, or the safety of company property.

Supervisors have an additional responsibility to set an example through their own conduct. Leaders are expected to keep lines of communication open so that employees feel comfortable asking questions and reporting concerns. Leaders must ensure that employees are fully trained about the company's policies regarding individual rights, non-discrimination, diversity, and inclusion.

Employees who have concerns can contact the Dominion Energy Compliance Line (1-800-628-1798) 24 hours a day, seven days a week or go online to visit our [Dominion Energy Compliance Line Online](#). Employees who know of workplace violence or suspect it might be imminent are directed to contact corporate security.

Dominion Energy values openness and respects the contributions of employees who help enforce its [Code of Ethics and Business Conduct](#). The company does not tolerate retaliation against any employee who in good faith reports suspected unethical conduct or violation of laws, rules, regulations, or company policies, or anyone who cooperates with the investigation of a concern.

## Governance and Risk Oversight

## Supplier Expectations

Dominion Energy contracts with thousands of vendors including diverse suppliers. For more details, see the [“Supplier Diversity”](#) section of our chapter on “Community Development.”

We hold all our suppliers to the same expectations, beginning with full adherence to all applicable legal and regulatory obligations, including those governing consumer and environmental protection, labor relations, and employee welfare. In addition, we have our own [Supplier Code of Ethics and Business Conduct](#). It outlines our standards and expectations with regard to safety, workplace conduct, supplier diversity, conflicts of interest, environmental stewardship, human rights, antitrust, and privacy.

Suppliers must comply with Dominion Energy’s commitment to a humane workplace free from discrimination, harassment, physical coercion, and any form of workplace violence. Suppliers have a responsibility to uphold Dominion Energy’s commitment and report any acts of harassment, intimidation, or coercion related to race, color, ancestry, sex, gender, religion (including religious dress and grooming practices), national origin, age, actual or perceived physical or mental disability, medical condition, genetic information, sexual orientation, gender identity or expression, military or veteran status, marital status, status as a victim of domestic violence, or any other classification protected by law.

Dominion Energy’s Supplier Code of Ethics and Business Conduct stipulates that suppliers must support and respect internationally recognized human rights. Suppliers may not use, or participate in, the exploitation of workers, or forced or involuntary labor, including the use of child labor. Suppliers cannot employ any person under the minimum legal age for employment as prescribed by local authority, and no workforce members under age 18 can perform work that may expose them to inappropriate hazards. Suppliers are expected to ensure that wages, benefits, and hours of work comply with all applicable laws and regulations.

Dominion Energy has a responsibility to safeguard the personal information of its stakeholders, and it expects its suppliers to do the same. Suppliers who are provided with confidential information regarding Dominion Energy’s customers, shareholders, or employees have an ethical and legal responsibility to preserve the privacy, confidentiality, and security of this information, and use it only for appropriate

business reasons and in compliance with applicable privacy laws and contractual requirements. At Dominion Energy, privacy is an important part of how we do business, and we expect our suppliers with access to personal information to protect it and collect, maintain, and transmit such information securely.

If a supplier becomes aware of any violation of legal requirements, Dominion Energy policies, or the Supplier Code of Ethics and Business Conduct, the supplier should notify Dominion Energy’s Supply Chain Management by calling the Dominion Energy Compliance Line at 1-800-628-1798 or by using the [Dominion Energy Compliance Line Online](#).

## Privacy

At Dominion Energy, we value the trust customers place in us when they provide us with their personal information. We take customers’ privacy seriously and are committed to protecting it. In 2020, we adopted a comprehensive new Privacy Notice which describes the privacy practices of Dominion Energy, Inc., and its subsidiaries, divisions, and affiliates.



## Just Transition

“Sustainability, but only for some” is an oxymoron. The transition to a clean-energy economy will impose costs, and those costs should not be borne disproportionately by any one group, least of all the most vulnerable. Dominion Energy’s core value of ethics impels us to consider questions of equity, and a low-carbon development strategy must take into consideration the needs of those who traditionally have worked in carbon-focused occupations. It is important that they have the opportunity, means, and training to obtain decent work when, for example, a coal-fired power plant is closed down.

For these reasons, our company is committed to ensuring a just transition of its energy business. As we shift to net zero and beyond, we will be intentional about listening to all perspectives and considering the interests of all our stakeholders. Taking actions to protect the environment and advance equitable solutions are not mutually exclusive; to the contrary, they work in tandem: The common aim is to ensure that all people and communities can continue to flourish. Dominion Energy’s robust system of community engagement, its above-and-beyond approach to tribal engagement, and its formal policy on environmental justice can help ensure that nobody is left behind as we advance our shared vision of a clean and sustainable energy future.

## Risk Oversight

Dominion Energy’s Board of Directors oversees our long-term strategy and the various risks the company faces, including climate-related risk. The Board believes that the company’s interests are advanced by responsibly addressing these risks, whether they are operational, financial, regulatory or strategic in nature.

While the Board and its committees oversee risk policies, company management carries them out. The company has robust enterprise risk management (ERM) processes embedded throughout the organization that help identify and manage risk. The Board and its committees regularly receive and discuss reports from members of management, including the chief risk officer and other members of management who are involved on a daily basis in risk assessment and risk management. These reports cover a wide range of topics including safety; environmental, employee, and customer concerns; social responsibility; and financial performance, economic issues, and long-term strategy.



We identify and assess, at least annually, major risks associated with each of our key business units. Risk assessments also are conducted at a corporate level for Dominion Energy, Inc. These assessments include a wide range of educated assumptions about what the future will look like, especially in regard to external factors outside the company’s control. The company’s approach has always been to employ the Precautionary Principle — which is to minimize known risks and mitigate risks that are not yet fully understood, but for which there are indications of possible future events or outcomes.

We are committed to discussing our approach to risk management in our external reporting, including in our regular Securities and Exchange Commission (SEC) filings. We detail our approach to climate-related risks specifically in our Climate Report published in late 2018. Here are links to those reports. We expect to publish an updated Climate Report in 2021.

[SEC Filings](#)[2018 Climate Report](#)



## Governance and Risk Oversight

## Opportunities

Our analysis of risk is closely linked to opportunities — especially those related to the ongoing clean-energy transition.

Our focus on these opportunities starts at the top. Our Innovation, Technology, and Sustainability (ITS) Council — chaired by our chief executive officer — drives the execution of strategic programs across the company. The ITS Council seeks input from a variety of sources, including our internal Innovation team and third-party technical advisors. It then ensures that teams throughout the company are deployed to carry out development and execution of the initiatives.

Many of our programs focus on the electrification of different sectors of the economy, where we see considerable opportunity both to reduce emissions and to advance the use of energy storage. For more information see the [“Beyond Net Zero”](#) section of this report.

## Cybersecurity

### Protecting Critical Infrastructure

Generating and transferring energy is necessary for health and safety, national security, maintaining the economy, and sustaining Americans’ way of life. If the energy grid is disrupted, people can lose their livelihoods, security, comfort and way of life. That’s why we employ an extensive system of rigorous security protocols, overseen by experts responsible for protecting against cyberattacks. We continuously improve our security controls, going beyond compliance with regulations and identifying opportunities to improve our security posture.

### Our Strategy

We deploy cybersecurity systems using a defense-in-depth approach, strengthening our posture to identify and prevent external attacks as well as insider threats. We revise the cybersecurity strategic plan at least annually, and provide status updates and performance metrics to the Board of Directors and senior leadership. We educate employees about cybersecurity threats through security-awareness training and test them regularly. We conduct vulnerability scans and penetration tests to find weak points in our defenses. We take part in cybersecurity drills and simulations to make us



better at responding to cybersecurity threats and events. We validate recovery procedures and system resiliency to ensure we can return critical systems to normal operating levels in a timely manner.

### Combatting Threats

We prioritize cybersecurity investments and activities based on three primary components:

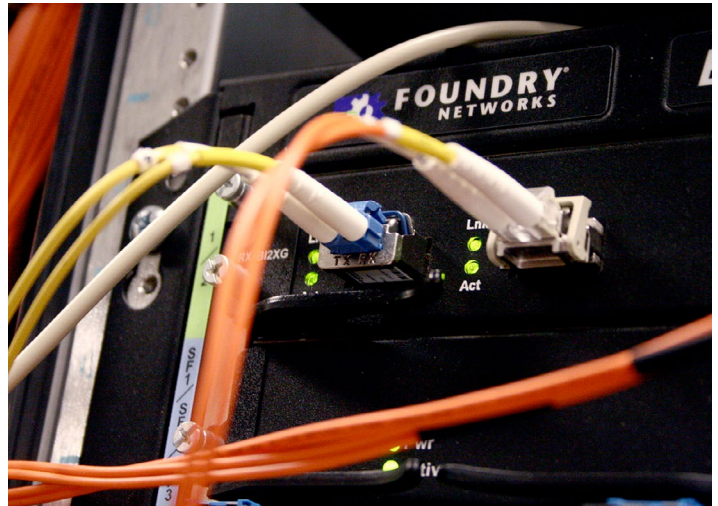
- **Situational Awareness:** We cooperate with information-sharing organizations in the energy sector — as well as local, state, and federal agencies — to gain insight into, and actionable intelligence about, cyber threats.
- **Security Controls:** Our controls include both digital defenses such as malware detection and human ones such as phishing simulations that teach employees how to be on guard against malicious emails.
- **Assessments:** We use internal and external vulnerability assessments, penetration tests, drills, and simulations to search for security gaps and improvement opportunities. We rely on both internal resources and third parties that specialize in security services to perform the assessments. We conduct drills with other utilities, regulatory agencies, and law enforcement.

In 2019 we continued to educate employees on major cybersecurity topics, including phishing and information protection. To improve cybersecurity proficiency even further, we frequently published security-awareness articles on the company intranet.

## Governance and Risk Oversight

We conducted drills to sharpen the communication between internal cybersecurity operations, physical security, and incident command to improve our response to a simultaneous attack on company assets across many areas of the company, and to advance communication response with industry groups. After each drill we identified the lessons learned and made appropriate changes to our response plan.

Vulnerability scans were performed on schedule, followed by the remediation of critical findings to protect our infrastructure. We executed penetration tests of a wide range of company assets, from industrial control systems to enterprise applications, allowing us to identify and address issues to protect critical systems. Cyber-vulnerability assessments conducted in accordance with the North American Electric Reliability Corporation (NERC) were completed according to schedule.



## Safeguarding Sensitive Information

Our customers, shareholders, and employees trust us to keep their information secure, and doing so forms an essential component of our cybersecurity strategy. Because our people provide the first and last line of defense, employees receive annual training on how to protect information. The more sensitive the data, the higher the level of security controls we apply. We have beefed up both the monitoring of threats and protections against them to help make sure that sensitive data, such as customer personal information, remain secure.

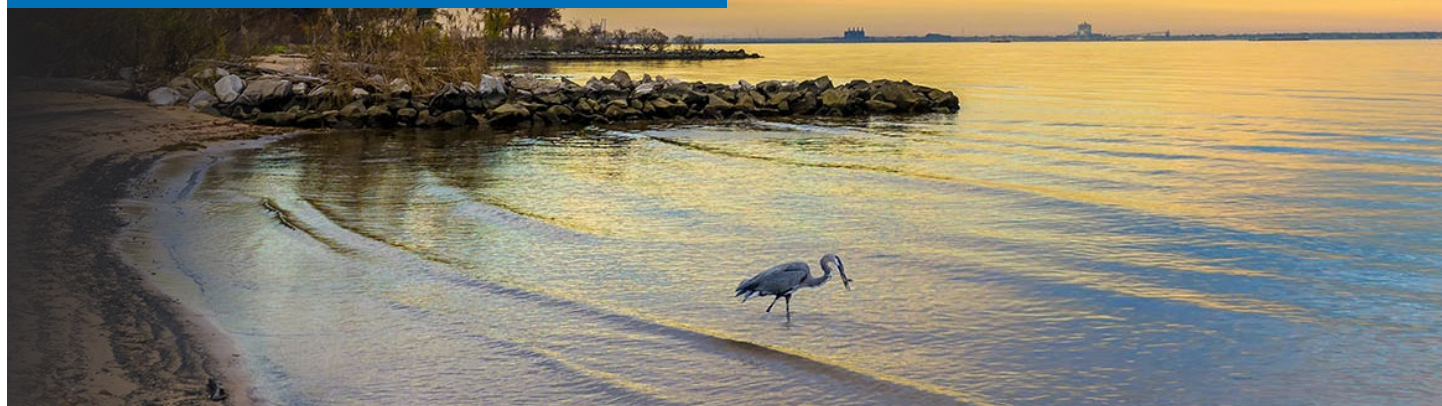
## Managing Change

The threat landscape is constantly changing. As we deploy more intelligent devices to modernize the grid and improve reliability and efficiency, our risk profile changes. Because of that, we continuously seek to strengthen cyber defenses, secure critical system-to-system communications against unauthorized access, and increase the resiliency of business operations. We continue to improve awareness training to help workers better identify malicious communications and report suspicious activities. And we routinely use information gathered during drills and penetration tests to shore up any weaknesses we find and improve those defenses that are already robust.

## Our Company

# Commitments

At Dominion Energy, actions speak louder. We don't just make promises, we keep them — and then document how we performed, so there is never any doubt.



## 2020 and Beyond

### Our Company

Category	Commitments: 2020 and Beyond
Values, Ethics & Compliance	To continue to reinforce the importance of ethics and compliance, an ongoing implementation of risk-based program structures will be promoted.
Values, Ethics & Compliance	We will create and adopt a new privacy policy and training program on customer communications.
Governance & Risk Oversight	ESG matters will continue to be discussed at each regularly scheduled Board of Directors meeting.
Governance & Risk Oversight	We will continue to improve our communication transparency on ESG matters with all company stakeholders.
Governance & Risk Oversight	Corporate Intelligence and Security's Cyber Security Branch (CSB) will develop and continue to leverage evolving tools, techniques, and processes, which build capacity and capabilities enabling advanced threat detection against hostile nation states and sophisticated criminal groups.

## Commitments

Category	Commitments: 2020 and Beyond
Innovation	Detect and deliver solutions to accelerate net zero carbon and methane for our customers and communities.
Innovation	Every Business Segment and DES will develop and implement at least one innovative idea related to environmental stewardship by 12/31/2020.

## Delivering Clean, Reliable and Affordable Energy

Category	Commitments: 2020 and Beyond
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to reduce carbon emissions across its generation fleet and investing in cleaner solutions.
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to enhance reliability and resiliency by modernizing the electric grid and expanding EV charging infrastructure.
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to engage with industry partnerships and stakeholders to solicit public input on Demand Side Management programs which support the VCEA.
Clean Energy Diversity & Security – DESC	Dominion Energy South Carolina will continue to reduce its carbon and methane emissions and invest in solutions including Demand Side Management programs that make cleaner solutions available.
Clean Energy Diversity & Security – DESC	Dominion Energy South Carolina will expand its grid modernization efforts and increase EV charging infrastructure.

## Commitments

## Protecting The Environment

Category	Commitments: 2020 and Beyond
Cleaner Air	<p>Net Zero carbon and methane emissions by 2050:</p> <ul style="list-style-type: none"> <li>• 55 percent Carbon emissions reduction by 2030 (compared to 2005).</li> <li>• 65 percent Methane emissions reduction by 2030 (compared to 2010).</li> <li>• 80 percent Methane emissions reduction by 2040 (compared to 2010).</li> </ul>
Cleaner Air	<p>Make Natural Gas Distribution System “Future Energy Ready”:</p> <ul style="list-style-type: none"> <li>• Convert 4 percent of our Natural Gas System throughput to Renewable Natural Gas by 2040.</li> <li>• Prepare the distribution system to receive up to 5 percent hydrogen blend by 2030.</li> </ul>
Cleaner Air	Implement a company-wide travel smart program.
Clean Water	Reduce 21 million gallons of water over the next five years.
Clean Water	50 percent reduction from 2000 levels in freshwater withdrawn per MW to generate electricity by 2030.
Clean Water	Replace oil-filled electrical equipment to mitigate the risk of an oil release to the environment.
Reducing Waste	Reduce waste at 100 percent of offices by 2025.
Supply Chain	Increase partnership and engagement with suppliers, industry peers, and employees to improve environmental and social sustainability performance, to implement best practices, and to minimize reportable environmental events.
Habitat and Wildlife Protection	We commit to 350 acres of pollinator habitat with native species established or under development by 2025.



## Commitments

### Serving Customers and Communities

Category	Commitments: 2020 and Beyond
Safety	Install approximately 90 remote-controlled or automated valves across company footprint
Safety	We will continue to improve system integrity and reduce methane emissions by reworking storage wells and expand first-time pipeline inline assessments to reduce risk
Energy Reliability & Affordability	Invest \$7.85M to help families with electric energy bills along with strategic outreach events.
Energy Reliability & Affordability	We will achieve a 50 percent increase in savings of natural gas through energy efficiency programs by 2025.
Community Development	Expand broadband access to underserved rural communities in Virginia
Community Development	Expand affordable broadband access to underserved rural communities in South Carolina
Community Development	\$35M over the next 6 years to support historically black colleges and universities and provide scholarships to underrepresented minority students
Supplier Diversity	Dominion Energy works to ensure that small, local and diverse businesses can participate in our procurement process. To help deliver value to our customers and communities, we will generate a diverse supplier base reflective of the diverse population in the communities we support and achieve 20 percent in annual diverse spend by 2025.
Environmental Justice	We commit to increase inclusiveness of our stakeholder engagement on decisions regarding the siting and operation of energy infrastructure. Our efforts will include a focused effort to include to all people and communities, regardless of race, color, national origin, or income to ensure a diversity of views in our public engagement process.

## Commitments

## Empowering Our People

Category	Commitments: 2020 and Beyond
Retaining Talent	Increase capacity and delivery of virtual training by 50 percent over 2019.
Attracting Talent	Leverage technology and develop tools to streamline a customer-focused hiring process including creating standardized metrics to measure improvements.
Attracting and Retaining Talent	Increase our diverse workforce representation by 1 percent each year, until we achieve at least 40% diverse representation.*

\* To be adjusted as necessary based on position and market availability.

## Commitments / 2019 Commitments

### WHAT YOU SHOULD KNOW

At Dominion Energy, actions speak louder. We don't just make promises, we keep them — and then document how we performed, so there is never any doubt.

## Commitments and Performance: 2019

### Our Company

Category	2019 and Beyond Commitments	2019 Performance
Values, Ethics & Compliance	To continue to reinforce the importance of ethics, employees will complete annual training in ethics and compliance. In addition, employees will certify annually that any potential compliance items have been reported or are already being addressed.	<b>Achieved</b> The annual code of ethics and business conduct training was completed by 99 percent of employees. The voluntary annual compliance survey was completed by 70 percent of employees.
Values, Ethics & Compliance	We will continue to promote and enforce our ethics and compliance program consistently throughout the organization.	<b>Achieved</b> The ethics and compliance program and ethical culture was reinforced in new employee orientation, new leader and existing leadership development programs and through an enterprise-wide Ethics and Compliance week communications campaign. The Ethics and Compliance Program utilizes an independently-administered compliance line available to all employees 24/7 for reporting concerns by phone or electronically, and anonymously if preferred. The Program also maintains and advertises an email address and staff contact information to assist employees in obtaining guidance and resolving questions regarding ethical and compliance issues.

## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Governance & Risk Oversight	Engagement with Directors on ESG matters will continue at each regularly scheduled Board of Directors meeting.	<p><b>Achieved</b></p> <p>The Board of Directors discussed safety, environmental compliance and staffing diversity at each of its regularly scheduled meetings in 2019.</p> <p>The Sustainability and Corporate Responsibility (SCR) Committee had its first full year in 2019, meeting three times with each agenda devoted to primarily Environmental, Social and Governance (ESG) matters.</p>
Governance & Risk Oversight	We will continue to improve our communication transparency on ESG matters with all company stakeholders.	<p><b>Achieved</b></p> <p>We continued to make our ESG and sustainability communication even more transparent in 2019. In our 2018 Sustainability and Corporate Responsibility Report (published October 2019), we mapped the company's ESG disclosures to Sustainability Accounting Standards Board (SASB) reporting standards for the first time, and we continued to map disclosures to the Global Reporting Initiative (GRI) and UN Sustainable Development Goals (SDGs). Dominion Energy is currently one of the only companies in the utility industry to map sustainability disclosures to three global frameworks.</p> <p>We also kicked off the process to guide the company's next sustainability priority issue assessment, which will inform the sustainability topics we include in our next Sustainability and Corporate Responsibility Report. The priority issue assessment involves outreach to Dominion Energy's external and internal stakeholders and helps the company determine what sustainability topics matter most to customers, employees, communities, investors, suppliers and other stakeholders.</p>

## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Governance & Risk Oversight	We will continue to enhance Board oversight of environmental sustainability and social responsibility matters.	<p><b>Achieved</b></p> <p>The Sustainability and Corporate Responsibility (SCR) Committee had its first full year in 2019, meeting three times with its meeting agenda devoted primarily to ESG matters. The meetings included reports on the Company's charitable contributions and community service program, environmental justice, ESG risk assessment, updates on carbon and methane emission targets, and other ESG related matters.</p> <p>During 2019, the full Board discussed innovation, technology and sustainability initiatives across the Company, including offshore wind generation, renewable natural gas (RNG) projects, an electric school bus pilot project and a company-wide workplace sustainability program, among other items.</p> <p>The Chief Environmental Officer and Chief Innovation Officer also provided reports to the full Board in 2019.</p> <p>The SCR Committee reviewed the SCR Report and received updates on the Company's performance against its commitments.</p>
Governance & Risk Oversight	We will continue to deploy cybersecurity systems using a defense-in-depth approach, continuously strengthening our posture to identify and prevent external attacks as well as insider threats. We will revise the cybersecurity strategic plan at least annually, and will provide status updates and performance metrics to the Board of Directors and senior leadership. We will educate employees about cybersecurity threats through security-awareness training and test them regularly. We will conduct vulnerability scans and penetration tests to find weak points in our defenses. We will take part in cybersecurity drills and simulations to make us better at responding to cybersecurity threats and events. We will validate recovery procedures and system resiliency to ensure we can return critical systems to normal operating levels in a timely manner.	<p><b>Achieved</b></p> <p>The cybersecurity strategic plan was revised, with status updates provided to the Board of Directors and senior leadership.</p> <p>Dominion Energy personnel were required to complete security awareness training, with periodic testing performed to educate and measure program effectiveness. Personnel were also educated about cybersecurity risks via routine awareness articles, highlighting compromise techniques and real-world examples of attackers targeting industries and companies like ours. Vulnerability assessments and penetration tests were performed as planned, with gaps identified and remediation strategies developed and implemented to reduce risk. Finally, Dominion Energy participated in GridEx (NERC's Grid Security Exercise), where the Company demonstrated how it would respond to and recover from simulated coordinated cyber and physical security threats and incidents, strengthen their crisis communications relationships and provide input for lessons learned.</p>



## Clean Energy

Category	2019 and Beyond Commitments	2019 Performance
Innovation	<p>We will double the number of crowdsourced business and technical solutions in 2019 (compared to prior year); expand the company's Innovation Accelerator program from the pilot program in one organization to all business units; collaborate with university faculty and students in the states where we operate; and deploy technologies such as data analytics, edge devices and mixed reality. We plan to substantially increase the number of pitch sessions across the company, where employees can present their ideas to broader audiences and gain exposure to bring ideas through the implementation stage. Dominion Energy is committed to seeking out disruptions to our industry and partnering with start-ups to infuse energy into our employees and business processes.</p> <p>Through innovation, we intend to grow the business and enhance performance. Our philosophy for success is that innovation is not a department, it is a culture. To bolster our innovation culture and capabilities in 2020 we will focus on deployment of the tools, skills, mindsets and processes necessary to embed and scale innovation. This effort will allow our employees to rapidly detect, define, develop and deliver innovative solutions that delight customers, grow the business and achieve new heights of excellence within core operations.</p>	<p><b>Achieved</b></p> <p>We established an innovation methodology to help employees develop ideas and convert them into valuable innovations. This included the deployment of innovation tools to unlock the value of employee ideas and accelerate idea acceptance via rapid prototyping. The innovation team completed 37 crowdsourcing challenges in 2019, more than doubling the 16 challenges from 2018. In addition, the Innovation Accelerator program expanded to all business units and currently includes over 200 employees. The innovation team sponsored graduate and undergraduate students in the creation of new product and services proposals in the areas of e-mobility and the internet of things.</p> <p>Through our corporate partnership at Plug and Play and through other forums, we sourced startup interactions. We launched Spark Tank, a company-wide innovation effort that attracted over 600 employee ideas and resulted in seven local pitch sessions from 75 different teams.</p> <p>Data analytics solutions were deployed across multiple business segments to drive business decisions based on data as opposed to intuition. The solutions resulted in \$1.4 million in avoided costs and annual recurring cost savings of \$100,000. Process efficiencies and automation of manual tasks were achieved using 25 bots, resulting in the automation of 24,000 hours of work annually. An augmented reality based mobile app was deployed in the training department at Surry Nuclear Power Station. The app transformed the traditional paper based, instructor led training to a fully engaging experience with higher knowledge retention and improvement of accuracy and speed.</p>

## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Investing in Infrastructure	We will continue construction of the Atlantic Coast Pipeline to provide reliable natural gas to the region and pursue license extensions for our carbon-free nuclear fleet.	<p><b>Not Applicable</b></p> <p>Dominion Energy along with its partner, Duke Energy cancelled the development of the Atlantic Coast Pipeline due to continued legal and regulatory uncertainty.</p> <p><b>In Progress and On Track</b></p>
Clean Energy Diversity & Security — Virginia	Dominion Energy commits to having 3,000 megawatts of new solar and wind in Virginia under development or in operation by 2022. Further, Dominion Energy commits to completing the 12-megawatt Coastal Virginia Offshore Wind (CVOW) pilot project off the coast of Virginia, which is expected to be operational by the end of 2020.	<p><b>Achieved</b></p> <p>As of December 2019, Dominion Energy had 1,506 MW of new solar and onshore wind in operation or under development in the Commonwealth of Virginia since July 2018. As of August 1, 2020, the Company exceeded the commitment by achieving 3,287 MW in operation or under development in Virginia.</p> <p>We are on track with CVOW. The pilot project had onshore work, fabrication and permits progressed in 2019 to support the in-service date. As of August 31, 2020, the pilot project has achieved mechanical completion and is expected to reach commercial operation in Q4 2020.</p>
Clean Energy Diversity & Security — Virginia	With successful completion and operation of the CVOW pilot and public policy support in Virginia, Dominion Energy commits to the development of over 2,500 megawatts of commercial offshore wind production by 2026.	<p><b>In Progress and On Track</b></p> <p>We filed interconnect with PJM for over 2,600 MW in September 2019 and have taken other actions to keep the project on track.</p>
Clean Energy Diversity & Security — Virginia	Dominion Energy is seeking Virginia State Corporation Commission concurrence with our vision for distribution grid transformation, including the deployment of 2.1 million smart meters to streamline integration of renewables while ensuring safe, secure and reliable service to customers.	<p><b>In Progress and On Track</b></p> <p>We deployed approximately 50,000 smart meters in 2019, bringing total smart meters deployed to roughly 485,000. The Company also executed contracts with suppliers to support deployment of an additional 1 million smart meters in Phase 1B of the Grid Transformation Plan.</p>
Clean Energy Diversity & Security — Virginia	The self-healing and grid-hardening activities in the company's proposed Grid Transformation Plan will reduce outages by 25 percent over the next 10 years.	<p><b>In Progress and On Track</b></p> <p>For Phase 1B of the Grid Transformation Plan, the Company has completed project scoping for the first 23 self-healing grid feeders that will install more than 200 devices and improve service by 24 percent for more than 88,000 customers. Also, the Company has completed project scoping for hardening work on the first 11 feeders that will improve service by 27 percent for more than 24,000 customers.</p>

## Environment

Category	2019 and Beyond Commitments	2019 Performance
Cleaner Air	<p>Carbon emissions reduction from electric generation of 55 percent by 2030 compared to 2005 levels.</p> <p>Carbon emissions reduction from electric generation of 80 percent by 2050 compared to 2005 levels.</p> <p>Carbon intensity reduction from electric generation of 60 percent by 2030 compared to 2000 levels.*</p>	<p><b>In Progress and On Track</b> Since 2005 we have lowered carbon emissions by 57 percent.</p> <p><b>Not Applicable</b> *We are managing our operations to achieve our net zero commitment, which focuses on mass emissions. However, we find value in the intensity targets and will continue to periodically report intensity updates.</p>
Cleaner Air	<p>Methane Reductions: Dominion Energy Ohio and Dominion Energy West Virginia have implemented a pipeline replacement program for main and service lines, committing to replace unprotected steel and cast-iron pipes at a level that meets or exceeds the EPA Natural Gas STAR Methane Challenge Program.</p>	<p><b>In Progress and On Track</b> Dominion Energy Ohio (DEO) 2019 PIR replacement miles = 183</p> <p>Dominion Energy West Virginia (DEWV) 2019 PREP replacement – Estimated miles = 13</p>
Cleaner Air	<p>By 2030, achieve over 3 billion miles driven by electric transportation in Virginia, resulting in the avoidance of 1 million tons of carbon emissions.</p>	<p><b>In Progress and On Track</b> There are approximately 13,300 electric vehicles (EVs) registered in the company's Virginia service territory (as of 6/30/2019) and roughly 169,000 EVs projected in the company's Virginia service territory by 2030. We requested regulatory approval of two customer-facing programs to support and encourage EV adoption and announced the nation's largest electric school bus initiative.</p>
Cleaner Air	<p>25 percent of light-duty fleet converted to electric or plug-in hybrid by 2025.</p>	<p><b>In Progress and On Track</b> In 2019 we integrated an additional 24 electric and plug-in hybrid vehicles in our Dominion Energy Virginia fleet and commissioned 33 dual workplace chargers. In addition, we established a goal to replace an average of approximately 100 vehicles per budget year (2020-2025) to achieve 25 percent conversion by 2025.</p>
Cleaner Air	<p>The company commits to reduce methane intensity from its natural gas business by 50 percent by 2030 (from 2010 baseline).*</p>	<p><b>Not Applicable</b> *We are managing our operations to achieve our net zero commitment, which focuses on mass emissions. However, we find value in the intensity targets and will continue to periodically report intensity updates.</p>

## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Cleaner Air	The company intends to reduce methane emissions from its natural gas business by 50 percent by 2030 compared to 2010.	<b>In Progress and On Track</b> Since 2010 we have lowered methane emissions by 25 percent.
Cleaner Air	In our natural gas transmission businesses: <ul style="list-style-type: none"> <li>We will reduce or eliminate venting during planned maintenance and inspection.</li> <li>We will replace targeted infrastructure and equipment with new, lower-emission equipment.</li> <li>We will expand leak detection and repair programs</li> </ul>	<b>Achieved</b> Methane reduction programs were implemented across all our gas infrastructure businesses in 2019 and focused on reducing maintenance venting, replacing equipment and the implementation of a voluntary LDAR (Leak Detection and Repair) program. The installations of engine blowdown recovery systems on 23 units at DETI resulted in a reduction of 117 MMCF. The voluntary LDAR program resulted in over 67 MMCF of gas savings across the gas transmission companies.
Cleaner Air	In our natural gas distribution businesses: <ul style="list-style-type: none"> <li>Beginning in 2019, we are voluntarily going beyond the regulatory requirements in Ohio to increase annual inspections and maintenance from 20 percent to 33 percent of our gas-regulator stations to identify leaks and help avoid methane emissions.</li> <li>Beginning in 2019, we have invested in large-diameter stopping equipment, which expanded our ability to reduce the amount of gas blowdown on large-diameter construction projects, which will reduce methane emissions.</li> <li>The company has committed to test and pilot new technology to reduce natural gas loss during inline pipe inspections.</li> </ul>	<b>Achieved</b> In 2019 we met our objectives to go beyond required inspections in order to reduce methane emissions. Using the tools of direct inspection and LDAR we identified and repaired leaks, resulting in methane savings of 5 MMCF.  The large-diameter stopping equipment was received and put into service during 2019. The equipment was used on three large construction projects, saving 21 MMCF.  The technology was implemented during 2019; the units, called ZEVAC, were used 192 times to reduce gas loss during pigging operations. The process saved 1 MMCF of gas from entering the atmosphere.
Cleaner Air	Beginning in 2019, Wexpro is lowering BTU output of all production burners to match current demand and will also perform a stack test with instrumentation to ensure complete combustion at optimal levels.	<b>In Progress and On Track</b> All Wexpro-operated production unit burners, as well as tank burners, were lowered in BTU output to better match the demand of the declined production. They are currently in the process of being stack-tested via an analyzer to further optimize and ensure complete combustion.
Clean Water	Our business plans will result in a 50 percent reduction from 2000 levels in freshwater withdrawn per MW to generate electricity by 2030.	<b>In Progress and On Track</b> We are on track to meet the commitment of a 50 percent reduction in water intensity from 2000 levels by 2030. Efficiency improvements at stations and increased water recycling/reuse help contribute to our water intensity reductions.

## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Clean Water	The new produced water treatment system installed in 2018 at the Canyon Creek Unit Produced Water Evaporation Facility will allow an estimated 21 million gallons of water to be reused over the next five years.	<b>In Progress and On Track</b> Water Treatment system installed in 2019. Working with vendor to resolve start up issues to improve reliability. The system remains viable to achieve original objectives.
Clean Water	We will continue to proactively replace oil-filled electrical equipment to mitigate the risk of an oil release to the environment.	<b>In Progress and On Track</b> Equipment replacement effort is still ongoing.
Clean Water	We will implement measures to keep soils out of waterways by going above and beyond regulatory requirements during the construction of the Atlantic Coast Pipeline. A few examples include: <ul style="list-style-type: none"> <li>• More environmental inspectors and more frequent and rigorous inspections during rainstorms to make sure storm water protections are preventing runoff.</li> <li>• Stronger protections for sensitive streams, including increased distances for equipment refueling and additional controls to capture more sediment.</li> <li>• The strongest protections for steep-slope construction ever used by the industry, specifically designed to stabilize soils and protect ridgelines in mountainous areas.</li> </ul>	<b>Not Applicable</b> Dominion Energy along with its partner, Duke Energy, cancelled the development of the Atlantic Coast Pipeline due to continued legal and regulatory uncertainty.
Reducing Waste	We will continue our zero-landfill policy by recycling IT equipment that we no longer use.	<b>Achieved</b> In 2019 all assets were disposed of in an environmentally-friendly manner resulting in zero-landfill.
Reducing Waste	We will increase the amount of waste recycled.	<b>Achieved</b> We successfully launched new single stream recycling programs at over 10 new locations (primarily in Utah and Wyoming) and expanded our communication around existing sites with single stream. We also started new recycling programs, including recycling Flavia coffee packets, markers and pens. We also emphasized battery recycling at our locations.
Reducing Waste	We intend to divert 50,000 pounds of food waste from landfills through our organic recycling programs in 2019.	<b>Achieved</b> We diverted 68,778 pounds of food waste in 2019.



## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Habitat & Wildlife Protection	We will continue to implement new design standards that include increased spacing on distribution lines for avian protection, animal guards on exposed equipment and other deterrents to animals coming near equipment.	<b>Achieved</b> Our efforts to protect birds and other animals on our distribution lines and other equipment are ongoing.
Habitat & Wildlife Protection	We commit to establish over 500 acres of pollinator habitat by 2020 and to pilot habitat plots on solar-farm sites.*	<b>Achieved</b> In 2018 and 2019 we planted approximately 51 acres of pollinator habitat at power stations and began managing an additional 99 acres at Bath County as pollinator habitat. In 2019 we initiated planning and procurement for a planned 10 acre pilot project at the Chestnut Solar facility in North Carolina. The project is currently in permitting and procurement and will be implemented in 2020.  *This commitment was based on our expectation of developing 450 acres of pollinator habitat on the Atlantic Coast Pipeline. With the recent decision to cancel the project, we have reduced this 2019 commitment to 50 acres. However, we have continued to evaluate new areas for development of pollinator habitats and are setting a new 350 acre commitment discussed in further detail in our 2020 & Beyond Commitments.
Habitat & Wildlife Protection	To protect birds near our gas-produced water evaporation ponds, we use netting or bird deterrents and will continue to implement these systems as new facilities are constructed in 2019.	<b>Achieved</b> We are fully committed to caring for the welfare of ducks and other waterfowl and to staying compliant with all state and federal agency regulations. Where possible, ponds are netted, and when netting is not feasible, bird deterrent devices such as BirdAvert Systems and noise deterrent devices are utilized. We are continually looking at ways to lower bird incidents. We will continue to work with the state and U.S. Fish and Wildlife services to expeditiously implement additional measures to better protect wildlife.

## Serving Customers and Communities

Category	2019 and Beyond Commitments	2019 Performance
Energy Reliability & Affordability	To ensure reliability, we plan to rebuild 90 miles of electric transmission line in 2019 and 90 miles in 2020.	<b>Achieved</b> We rebuilt 180 miles of electric transmission line in 2019.
Energy Reliability & Affordability	We will continue to enhance reliability and resiliency by converting approximately 260 miles of the most outage-prone overhead distribution tap lines to underground in 2019 and again in 2020.	<b>In Progress and On Track</b> We converted 247 miles in 2019.
Energy Reliability & Affordability	In 2019 we will inspect 25 percent of company electric equipment housed in customer-owned vaults to ensure it is working properly. In 2020 we will inspect the remaining percentage.	<b>In Progress and On Track</b> We are on target to complete inspections by the end of 2020. The 2019 inspections were deferred to 2020.
Energy Reliability & Affordability	We will perform line inspections on 2,500 miles of distribution main feeders, focusing on the reliability and safe operation of this equipment.	<b>Achieved</b> In 2019 we inspected more than 2,600 miles of distribution main feeders.
Energy Reliability & Affordability	Our Western-state operations in Utah, Wyoming and Idaho will continue to replace high-priority natural gas infrastructure. This includes high-pressure mains, distribution mains and service lines.	<b>Achieved</b> In 2019 Dominion Energy Utah (DEU), as part of its Infrastructure Replacement Program, replaced over 72,000 linear feet of large diameter high-pressure main and almost 33,000 linear feet of large diameter intermediate high-pressure belt main. Additionally, DEU replaced approximately 246,000 linear feet of its intermediate high-pressure distribution system and replaced just over 1,900 service lines.
Energy Reliability & Affordability	In our natural gas distribution systems in West Virginia and Ohio, we will continue to implement our pipeline replacement programs to maintain reliability and reduce methane emissions.	<b>Achieved</b> Dominion Energy Ohio (DEO) 2019 PIR replacement – Estimated mileage = 183  Dominion Energy West Virginia (DEWV) 2019 PREP replacement – Estimated Mileage = 13

## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Energy Reliability & Affordability	In 2019, we will invest \$5.4 million to help families with electric energy bills, will conduct 460 strategic outreach events and will allocate \$6 million for weatherization efforts. In 2020, we will invest \$7.85 million to help families with electric energy bills, will conduct strategic outreach events and will allocate \$10.4 million for weatherization efforts.	<b>In Progress and On Track</b> In 2019, we invested \$6.25 million to help families with electric energy bills, conducted 418 strategic outreach events and allocated \$6.27 million for EnergyShare weatherization efforts.
Energy Reliability & Affordability	We will achieve a 50 percent increase in savings of natural gas through energy efficiency programs by 2025.	<b>In Progress and On Track</b> We had a successful year in savings of natural gas through energy efficiency in 2019. We are on pace to achieve a 50 percent increase through our energy efficiency programs by 2025.
Energy Reliability & Affordability	Through our ThermWise program, we expect to increase savings from natural gas energy efficiency by 5 percent in 2019 compared to 2018.	<b>Achieved</b> The ThermWise program met the 2019 goal to increase natural gas savings by 5 percent in comparison to 2018.
Engaging Communities	We will continue to work with stakeholders and Native American tribes to improve the way we engage with our neighbors. We also will continue to work closely with landowners to reasonably minimize impact to their property as we expand and modernize electric and gas infrastructure. We will further refine our engagement processes, and continue working with landowners to reach mutually acceptable agreements.	<b>Achieved</b> External Affairs hired a full-time tribal liaison in 2019. Our Environmental Services team hired a new Environmental Justice consultant who is responsible for supporting project-related tribal consultation. The company is implementing its Environmental Justice Policy.
Safety	In workplace safety, we will maintain and enhance our programs designed to maintain zero work-related fatalities and to lead the industry in eliminating serious injuries. We aim to demonstrate that commitment by achieving and maintaining first-quartile performance in the Southeastern Electric Exchange (SEE) peer utility benchmark, and we strive to achieve first-quartile performance compared to American Gas Association (AGA) companies of similar size and category.	<b>Achieved</b> In 2019 we achieved first-quartile performance in SEE at year end. The gas side of the business made efforts to achieve first-quartile performance. Five of the eight Dominion Energy gas business units reporting through the AGA achieved first-quartile performance compared to peer companies of like size and type (based on 2018 data).

## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Safety	Dominion Energy pipelines have partnered with the industry to improve response times. To support this initiative, we have committed to install an additional 250 remote-controlled or automated valves across the Dominion Energy footprint by 2020.	<b>In Progress and On Track</b> Dominion Energy completed the installation of 51 remote-controlled / automated valves compared to a goal of 38 in 2019. A total of 242 RCVs have been completed across the company, and we remain on target to meet the 2020 goal.
Safety	We expect to increase the number of storage wells logged to more than 87 percent in 2019 and 90 percent in 2020.	<b>Achieved</b> We achieved 88 percent as of year-end 2019.
Safety	By the end of 2019, we will inspect 125,000 wood poles to ensure they meet Dominion Energy's safe design standards.  Beyond 2019, we will inspect one-twelfth of our wood poles to ensure they meet Dominion Energy's safe design standards. (Poles are inspected on a 12-year cycle.)	<b>Achieved</b> By the end of 2019 we inspected more than 154,000 wood poles.
Safety	We will inspect approximately 20,000 padmount transformers each year in 2019 and 2020 to ensure they meet the company's safety and operational standards.	<b>Achieved</b> In 2019 we inspected more than 22,000 padmount transformers.
Safety	Our gas distribution operations have implemented damage prevention programs to lower third-party damage rates and reduce methane emissions. Ongoing evaluation and implementation of additional prevention programs will continue.	<b>Achieved</b> Several new programs were initiated in 2019 including the Gold Shovel Standard and the Locate Ticket Risk Model. Both programs, along with other efforts, will be developed further in 2020.

## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Community Development	<p>In support of our partnerships with small, local and diverse businesses, we will conduct matchmaking events, pairing local businesses with our own employees to discuss upcoming opportunities. We will continue to cultivate and expand relationships with local businesses and advocacy organizations to encourage economic growth in our communities.</p> <p>We will also enable opportunities for small, local and diverse businesses and increase spending with these organizations by:</p> <ul style="list-style-type: none"> <li>Improving procedures to drive additional inclusion of small, local and diverse businesses in the procurement process.</li> <li>Participating in and facilitating events to pair small, local and diverse businesses with Dominion Energy.</li> <li>Continuing to develop our relationships with advocacy organizations and community partners to best enable opportunities for small, local and diverse businesses.</li> </ul>	<p><b>Achieved</b></p> <p>Through our partnership with 21 advocacy organizations we have attended over 40 events across our service territory focused on enabling opportunities for small, local, and diverse businesses. For example, we attended the annual Ohio River Valley Women's Business Council Catch the Wave conference that provided networking and training opportunities to women business owners.</p> <p>Dominion Energy works to improve advocacy organization success and company officers serve as board members for several of the organizations and provide mentors for their diverse suppliers. Recognition received in 2019 includes Top Military Diverse Supplier Company by G.I. Jobs, WBENC's #Hes4Shes award, and WPEO's DC Done Deals Corporate Opportunity award. The company also supports community events like the Remarkable Girls Luncheon and Women Who Mean Business Summit.</p> <p>In 2019, Dominion Energy Supplier Diversity hosted a matchmaking event in Richmond, VA. The Meet the Primes event invited diverse businesses to meet 20 of our existing non-diverse suppliers and pitch their services and discuss further opportunities. Over 60 diverse businesses participated.</p> <p>In addition, Dominion Energy South Carolina (DESC) hosted the annual Vendor Symposium matchmaking event where diverse suppliers networked and discussed future opportunities at Dominion Energy with supply chain employees.</p> <p>The SCM policies and procedures were updated to include an inclusion requirement during the procurement process and expectations for our non-diverse suppliers, furthering our commitment to spending with diverse businesses.</p> <p>Our spending with diverse suppliers grew 6.9 percent in 2019 to \$672 million. Spending with diverse supplies accounted for approximately 13.7 percent of total procurement spend. Year-end 2019 diverse spending including DESC totaled \$757 million.</p>



## Commitments / 2019 Commitments

Category	2019 and Beyond Commitments	2019 Performance
Community Development	<p>We will enhance environmental and social sustainability in procurement and supply-chain operations by:</p> <ul style="list-style-type: none"> <li>• Partnering and benchmarking with environmental advocacy organizations and peers.</li> <li>• Reviewing and improving supplier evaluation, onboarding, education and measurement.</li> <li>• Improving business processes, policies and contract language to improve supply-chain sustainability and advance at least 2 EUISSCA (Electric Utility Industry Sustainable Supply Chain Alliance) sustainability framework practices by 1 maturity level.</li> <li>• Conducting training, education and reporting activities to minimize reportable environmental events.</li> </ul>	<p><b>Achieved</b></p> <p>Dominion Energy's partnership with EUISSCA aligned us with 20 industry peers to engage with on environmental and social sustainability concerns. In 2019 we leveraged this benchmarking to improve supply chain sustainability practices.</p> <p>The Supplier Code of Ethics and Business Conduct was updated to expand our commitments around environmental and social sustainability and will be posted in 2020. Additionally, the registration process has been updated to require suppliers to attest to reading the updated document.</p> <p>Standard environmental procurement questions were developed to ensure environmental performance is taken into consideration and implemented into the purchasing process.</p> <p>A monthly call is held with SCM leadership to review the status of reportable events, to review and train on process and procedures associated with reportable environmental events, and to discuss ways to avoid future incidents.</p>
Community Development	<p>In 2019, we plan to invest nearly \$35 million to support community needs in addition to encouraging and supporting employee volunteerism. Our goal is to exceed 130,000 hours of employee volunteer time. In 2020 we plan to invest more than \$40 million to support community needs, in addition to encouraging and supporting employee volunteerism. We expect that employees will exceed 130,000 hours of volunteer time.</p>	<p><b>Achieved</b></p> <p>In 2019, we invested \$48.5 million to support community needs, and employees and retirees gave 130,923 hours of service in the communities we serve.</p>
Community Development	<p>In 2019, our volunteers will weatherize 10 homes of veterans in need.</p>	<p><b>Achieved</b></p> <p>Our volunteer program assisted in weatherizing one transitional living facility in Richmond serving multiple veterans, two single family veteran occupied properties in Virginia Beach and Northern Virginia and culminated with volunteer efforts at the LZ Grace Warrior Retreat Foundation in Virginia Beach. LZ Grace is an organization that supports veterans, transitioning service members and active duty front-line warriors with assistance throughout the year.</p>

## Employee Experience<sup>1</sup>

Category	2019 and Beyond Commitments	2019 Performance
Attracting Talent	To provide a positive work environment for employees, we will continue to strive for Leadership in Energy & Environmental Design (LEED) construction standards in all new office spaces.	<b>Achieved</b> In 2019 we continued to strive for LEED construction standards in all new office spaces. Key examples of buildings completed in 2019 and designed to achieve LEED certification are our 600 Canal Place building in Richmond, Virginia; our gas distribution office in Lima, Ohio; and our power delivery office in Dinwiddie, Virginia.
Attracting Talent	Dominion Energy is committed to be an employer of choice.	<b>Achieved</b> We rolled out our new “Energy to Love Your Life and Your Career” campaign with paid advertising and new imagery featuring diverse DE employees. We reconfigured our careers website to include interactive gamification to engage with candidates. We created a series of video job postings to bring to life the day-to-day activities of jobs so that candidates could understand our jobs better. In addition, we expanded our digital platform reach to include SnapChat, GlassDoor and Indeed.
Attracting Talent	At Dominion Energy, our target for recruitment is to match the representation of the communities we serve.	<b>Achieved</b> We increased diversity hiring in 2019 by 3 percent from 42 percent in 2018 to 45 percent in 2019.
Developing Talent	We will increase training provided to employees by 10 percent or more in 2019 over 2017 levels.	<b>Achieved</b> In 2019 we provided over 500,000 hours of training to employees, which represents a 67 percent increase over 2017 levels (300,000).
Developing Talent	We will have nearly 100 graduates or graduates in training of our Emerging Leader Program by the end of 2019.	<b>Achieved</b> As of the end of 2019 we have a total of 125 ELP participants.

<sup>1</sup>A previous version of the 2018 Sustainability and Corporate Responsibility Report erroneously included two draft Employee Experience commitments. The report was corrected on February 10, 2020 to omit those two items.

## About This Report

Accountability begins with transparency. This report provides an account of how far we've come, where we are, and where we're going.



This report covers the activities of Dominion Energy and its philanthropic arm, the Dominion Energy Charitable Foundation, for calendar year 2019 and, in certain instances, information about 2020 initiatives. Where relevant or helpful for context, it includes information about previous years.

The report has been prepared in accordance with the Core Option of the Global Reporting Initiative (GRI) Standards. As defined by those standards, material topics are those that “reflect the ... organization’s significant economic, environmental, and social impacts; or substantively influence the assessments and decisions of stakeholders.” Elsewhere in the report, we included an index cross-referencing the topics covered in this report with the relevant GRI standards. In the interest of even greater transparency, we have mapped disclosures in this report to two other important sets of standards: the United Nations Sustainable Development Goals and Sustainability Accounting Standards Board standards.

The company conducts business in 20 states (see: “[About Us](#)”), and those states define the physical boundary of the company’s impacts, with two exceptions: (1) carbon dioxide and methane emissions, which contribute to global climate change, and (2) our customers, suppliers, and investors, which are spread across the country (and, in certain cases, the world).

While we have relied on third-party input to help compile the report, the report has not been third-party assured. However, some greenhouse-gas emissions in this report have been third-party assured by an independent consultant.

Our stakeholder engagement process is nearly continuous. We pursue feedback through a wide variety of means, including meetings, calls, and written correspondence with investors; scrutiny of external documents that convey stakeholder perspectives; internal and external surveys; participation in organizations such as the Climate Action 100+ and the CEO Climate Dialogue; monitoring of media coverage; interviews with employees who regularly interact with external stakeholders; public hearings; town halls; and more. In 2019 alone, we had more than 500 meetings with non-profit leaders. (For more detail, see the “[Community Engagement](#)” section). This stakeholder engagement informs our materiality assessment, which is carried out by a cross-functional team within the company.

## About This Report

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While the report is organized into five primary topic areas, some material falls under two or more categories. For instance, our electric school bus initiative could just as easily be filed under “Clean Energy Diversity and Security,” “Innovation,” or “Serving Customers and Communities.” To avoid repetition in these cases, the report discusses the particular material in depth in one section and provides a cross-reference to related discussions in other sections.

On January 1, 2019, Dominion Energy and SCANA Corporation (an energy holding company with operations in South Carolina, North Carolina, and Georgia) completed their merger. The combination expanded Dominion Energy’s organization, supply chain, and areas of operations. It did not affect the company’s capital structure. In December 2019, Dominion Energy also reorganized its reporting and operating segments to offer more transparency in how we do business and generate revenue, and implemented several additional changes in connection with the pending sale of substantially all of its gas transmission and storage business. As of September 1, 2020, the five new operating segments are:

- Dominion Energy Virginia — our electric utility serving 2.6 million customer accounts in Virginia and northeast North Carolina;
- Gas Transmission & Storage — our portfolio of 10,400 miles of gas transmission pipelines, underground and

above-ground storage facilities;

- Gas Distribution — our local gas distribution companies in Ohio, Utah, North Carolina, West Virginia, Wyoming, and Idaho, serving a combined 3 million customer accounts; and our renewable natural gas business;
- Dominion Energy South Carolina — our electric and gas utility serving 1.1 million customer accounts;
- Contracted Assets — our carbon-free solar portfolio, which contains more than 50 contracted solar facilities with a capacity above 1,250 megawatts; Millstone Power Station in Waterford, Conn. — a nuclear facility that produces more than 40 percent of that state’s power and almost all its carbon-free power; and the Cove Point LNG facility in Lusby, Md.

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**In July 2020, Dominion Energy announced the sale of substantially all of its Gas Transmission & Storage (GTS) business, and on September 1 the company renamed its Contracted Generation business Contracted Assets. These developments did not affect 2019 operations. Therefore, this report will include information about GTS.**

Please direct all feedback, including any questions, to: [esg@DominionEnergy.com](mailto:esg@DominionEnergy.com).

## About This Report / Priority Sustainability Issues

As Dominion Energy considers the future of our strategic approach to sustainability, it is critical for us to understand what aspects of sustainability our stakeholders value most. For that reason, we conducted a Priority Sustainability Issue (PSI) assessment in 2020\* in partnership with the Electric Power Research Institute (EPRI). This report endeavors to capture Dominion Energy's actions in these critical areas.

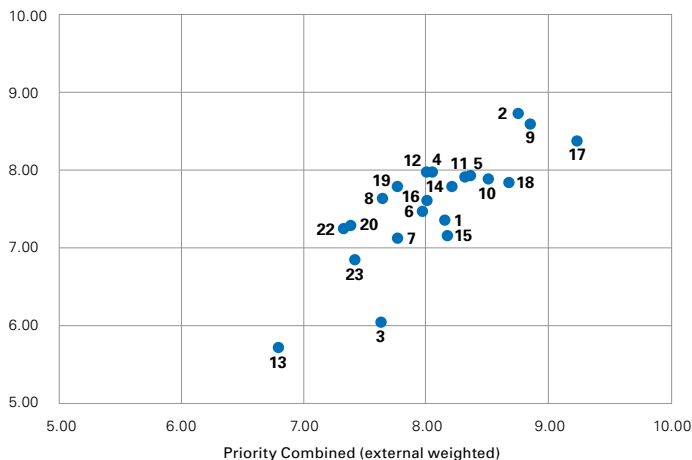
The PSI assessment process involved detailed research and multiple rounds of direct engagement with both internal and external stakeholders — including customers, employees, investors, non-governmental organizations (NGOs), suppliers, and universities. First, an extensive review of internal and external literature was used to create a preliminary list of sustainability issues and accompanying descriptions. The list was then refined through engagement with company representatives and external stakeholders — followed by additional stakeholder surveys to determine which sustainability issues should receive the highest priority in our reporting. Finally, the fully developed list of Priority Sustainability Issues was presented to the Dominion Energy leadership team for validation.

The matrix included in this report reflects the results of the process outlined above and compares the priority of the issue with its associated impact. Though the matrix suggests certain issues hold more importance than others, it is imperative to note that each issue is a priority for Dominion Energy and our stakeholders and influences the company's sustainability strategy.

With the list of priority sustainability issues in mind, this report is structured to share insights on activities and initiatives underway to drive change on these stakeholder priorities. Further, we are evaluating our approach to these issues to ensure we are strategically continuing to improve our performance, commit to targets that matter, and transparently disclose on our progress.

### Priority v. Impact (weighted)

Impact Combined (external weighted)



- |                                   |   |
|-----------------------------------|---|
| 1 Climate Change                  | 13 Habitat & Wildlife                   |
| 2 Clean Energy                    | 14 Innovation                           |
| 3 Community Vitality              | 15 Public Policy & Government Relations |
| 4 Customer Relations              | 16 Risk Management                      |
| 5 Cyber & Physical Security       | 17 Safety & Health                      |
| 6 Diversity & Inclusion           | 18 Stakeholder Trust                    |
| 7 Employee Engagement             | 19 Strategic Governance                 |
| 8 Energy Value                    | 20 Supply Chain                         |
| 9 Energy Reliability & Resiliency | 21 Talent Management                    |
| 10 Financial Health               | 22 Waste                                |
| 11 Greenhouse Gas Emissions       | 23 Water                                |
| 12 Grid Modernization             |   |

\*The Priority Sustainability Issue assessment was conducted in 2020 in coordination with the preparation of the 2019 report.



## Appendix for Priority Sustainability Issues

### Climate Change

Physical and transition risks and opportunities pertaining to assets, business strategies and greenhouse gas emissions management.

### Clean Energy

Integration of diverse company and customer renewable energy solutions.

### Community Vitality

Prosperity and engagement of local communities served and/or impacted.

### Customer Relations

Evolving engagement and expectations around increasingly complex energy products, services, technologies, and tariffs.

### Cyber & Physical Security

Ability to anticipate and defend against digital and physical threats to company facilities, systems, and infrastructure.

### Diversity & Inclusion

An inclusive culture that embraces and leverages a diverse workforce and leadership team, fully participating in driving Dominion Energy's success.

### Employee Engagement

Employee development, fulfillment, commitment and motivation to reach their full potential and represent the company well.

### Energy Value

The value of services provided and ability of customers to pay their energy bills.

### Energy Reliability & Resiliency

Efficiency and effectiveness of operational infrastructure, asset management, and resource planning for consistent delivery of power and natural gas to customers.

### Financial Health

Strength and capacity of Dominion Energy to generate long-term returns and competitive access to capital.

### Greenhouse Gas Emissions

Direct greenhouse gas emissions produced from Dominion Energy operations.

### Grid Modernization

Physical and digital infrastructure to maximize the value of assets and enable new technologies.

### Habitat & Wildlife

Stewardship and health of natural ecosystems.

### Innovation

Identification and utilization of market insights and emerging technologies to drive business decisions and value.

### Public Policy & Government Relations

Legislative and regulatory engagement.

### Risk Management

Identification and management of internal and external risks.

### Safety & Health

Safety and health of employees, contractors, and the public with respect to Dominion Energy operations and assets.

### Stakeholder Trust

Disclosure and engagement on environmental, social, and governance information with local communities, public officials, and investors.

### Strategic Governance

Diverse executive and board leadership to enable effective planning and operations.

### Supply Chain

Dominion Energy supply chain and supplier ESG diversity and performance.

### Talent Management

Workforce planning, hiring, development, and retention of appropriately skilled and educated workers, for today and the future of work.

### Waste

Waste generation and management.

### Water

Quality, availability, and impacts to water resources.

## About This Report / Stakeholder Engagement

### WHAT YOU SHOULD KNOW

How we connect with others to gather their input.

#### Communities

TYPE OF ENGAGEMENT	FREQUENCY	DOMINION ENERGY APPROACH
Community Partner meetings	Periodically as needed	<a href="#">Community Development</a>
Nonprofits, Chambers, Associations, Clubs; attending and supporting events & programs	Regularly throughout the year	<a href="#">Energy Reliability &amp; Affordability</a>
Volunteering (Board service, events, programs)	Regularly throughout the year	<a href="#">Safety</a>
Education partners for recruitment; education programs (Board service, events, programs)	Regularly throughout the year	<a href="#">Cleaner Air</a>
Diversity partners for recruitment of employees and business partners (Board service, events, programs)	Regularly throughout the year	<a href="#">Clean Water</a>
Open houses associated with a project, event, programs	Periodically as needed	<a href="#">Reducing Waste</a>
		<a href="#">Habitat &amp; Wildlife Protection</a>
		<a href="#">Clean Energy Diversity &amp; Security</a>
		<a href="#">Investing in Infrastructure</a>

## About This Report / Stakeholder Engagement

### Customers

TYPE OF ENGAGEMENT	FREQUENCY	DOMINION ENERGY APPROACH
Dominion Energy Website	Regularly throughout the year	<a href="#">Community Development</a> <a href="#">Energy Reliability &amp; Affordability</a> <a href="#">Safety</a> <a href="#">Cleaner Air</a> <a href="#">Clean Water</a> <a href="#">Reducing Waste</a> <a href="#">Habitat &amp; Wildlife Protection</a> <a href="#">Clean Energy Diversity &amp; Security</a> <a href="#">Investing in Infrastructure</a>
Dominion Energy Social Media (Twitter, Facebook)	Regularly throughout the year	
Billing statements and customer newsletter	Monthly	
Customer feedback through call center	Continuously	
Key customer meetings	Regularly	
Customer focus groups	Periodically	
Press releases and local media	As needed	

### Employees

TYPE OF ENGAGEMENT	FREQUENCY	DOMINION ENERGY APPROACH
Leadership updates	Throughout the year	<a href="#">Safety</a> <a href="#">Community Development</a> <a href="#">Attracting Talent</a> <a href="#">Developing Talent</a> <a href="#">Retaining Talent</a> <a href="#">Cleaner Air</a> <a href="#">Clean Water</a> <a href="#">Reducing Waste</a> <a href="#">Habitat &amp; Wildlife Protection</a> <a href="#">Innovation</a> <a href="#">Governance &amp; Risk Oversight</a> <a href="#">Values, Ethics &amp; Compliance</a>
Company intranet	Updated regularly	
Training and development	Regular	
Employee Resource Groups	Meet regularly, hold community events	
Engagement survey	Once every two years	
Volunteerism	Throughout the year	
Putting Our Energy to Work events	Throughout the year	
Performance reviews	Quarterly	

## About This Report / Stakeholder Engagement

### Facility Neighbors

TYPE OF ENGAGEMENT	FREQUENCY	DOMINION ENERGY APPROACH
Community meetings associated with specific facility updates, projects or events	Periodically as needed	<a href="#">Safety</a> <a href="#">Energy Reliability &amp; Affordability</a> <a href="#">Investing in Infrastructure</a> <a href="#">Community Development</a> <a href="#">Cleaner Air</a> <a href="#">Clean Water</a> <a href="#">Reducing Waste</a> <a href="#">Habitat &amp; Wildlife Protection</a>
Letters to neighbors concerning projects and updates	Periodically as needed	
Local media, press releases	Periodically as needed	
Volunteer events	Throughout the year	

### Governments

TYPE OF ENGAGEMENT	FREQUENCY	DOMINION ENERGY APPROACH
Attendance at meetings and hearings	Throughout the year	<a href="#">Energy Reliability &amp; Affordability</a> <a href="#">Community Development</a> <a href="#">Community Engagement</a> <a href="#">Cleaner Air</a> <a href="#">Clean Water</a> <a href="#">Reducing Waste</a> <a href="#">Habitat &amp; Wildlife Protection</a> <a href="#">Clean Energy Diversity &amp; Security</a> <a href="#">Investing in Infrastructure</a> <a href="#">Safety</a> <a href="#">Values, Ethics &amp; Compliance</a>
Press releases and local media	As needed	
Volunteer events	Throughout the year	
Community meetings	Periodically as needed	

### Shareholders

TYPE OF ENGAGEMENT	FREQUENCY	DOMINION ENERGY APPROACH
Investor calls and meetings	Throughout the year	<a href="#">About Us</a> <a href="#">Governance &amp; Risk Oversight</a> <a href="#">Values, Ethics &amp; Compliance</a> <a href="#">Investing in Infrastructure</a> <a href="#">Clean Energy Diversity &amp; Security</a> <a href="#">Safety</a> <a href="#">Cleaner Air</a> <a href="#">Clean Water</a> <a href="#">Waste Management</a> <a href="#">Habitat &amp; Wildlife Protection</a> <a href="#">Innovation</a> <a href="#">Attracting Talent</a> <a href="#">Developing Talent</a> <a href="#">Retaining Talent</a>
Investor Relations website	Updated regularly	
ESG website and disclosures	Updated regularly	
Presentations at investor meetings, earnings calls	Quarterly and throughout the year	
Press releases	As needed	

## About This Report / GRI Index

**The Global Reporting Initiative provides a framework disclosing information of particular interest to stakeholders materially affected by a company's operations. The index below shows where to find such information in this report.**

A materiality analysis was conducted in 2019 to help shape our sustainability strategy by understanding the issues important to our investors, employees, customers and communities. The analysis was conducted using both internal and external interviews. In addition to external interviews, external documents that provided stakeholder perspectives were reviewed. The internal interviews focused on those who directly engage with stakeholders on a regular basis. In addition, a targeted employee survey was used to hear directly from employees on issues important to them. With the help of external sustainability experts, an internal team of stakeholders considered the issues that had been identified, and then selected a list of material issues that were then vetted with internal leaders.

### General Disclosures

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-1	Report the name of the organization.	<a href="#">Front Page</a>	
102-2	Description of the organization's activities, brands, products, and services.	<a href="#">About Us</a>	
102-3	Report the location of the organization's headquarters.	<a href="#">About Us</a>	
102-4	Report the number of countries where the organization operates, and the names of the countries where it has significant operations and/or that are relevant to the topics covered in the report.	<a href="#">About Us</a>	
102-5	Report the nature of ownership and legal form.	Publicly-traded corporation; <a href="#">10-K</a>	
102-6	Report markets served, including: <ul style="list-style-type: none"> <li>• Geographic location where products and services are offered</li> <li>• Sectors served</li> <li>• Types of customers and beneficiaries.</li> </ul>	<a href="#">About Us</a>	
102-7	Report scale of the organization, including: <ul style="list-style-type: none"> <li>• Total number of employees;</li> <li>• Total number of operations;</li> <li>• Net revenues (for public sector organizations);</li> <li>• Quantity of products or services provided.</li> </ul>	<a href="#">About Us</a>	



## About This Report / GRI Index

### General Disclosures

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-9	Report a description of the organization's supply chain, including main elements as they relate to the organization's activities, primary brands, products and services.	<a href="#">Supply Chain Sustainability</a>	
102-10	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or supply chain, including: <ul style="list-style-type: none"> <li>• Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;</li> <li>• Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);</li> <li>• Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.</li> </ul>	<a href="#">One Dominion Energy</a>	
102-11	Report whether and how the organization applies the precautionary principle or approach.	<a href="#">Risk Oversight</a>	
102-12	Report a list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	<a href="#">Voluntary Initiatives</a>	
102-13	Report a list of main memberships of industry or other associations, and national or international advocacy organizations.	<a href="#">About this Report; Climate Change</a>	

### Strategy

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-14	Report a statement from the most senior decision maker of the organization (e.g. CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the strategy for addressing sustainability.	<a href="#">Letter from the Chairman</a>	
102-15	Report a description of key impacts, risks, and opportunities.	<a href="#">Risk Oversight; Climate Report; 10-K</a>	

### Ethics and Integrity

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-16	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct, codes of ethics, etc.	<a href="#">Values, Ethics &amp; Compliance</a>	
102-17	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and organizational integrity; and reporting concerns about unethical or unlawful behavior, and organizational integrity.	<a href="#">Values, Ethics &amp; Compliance</a>	

## About This Report / GRI Index

### Governance

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-18	Report the governance structure of the organization including committee of the highest governance body and committees responsible for decision-making on economic, environmental and social topics.	<a href="#">Governance &amp; Risk Oversight;</a> <a href="#">Proxy Statement</a>	
102-19	Report the processes for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	<a href="#">Governance &amp; Risk Oversight</a>	
102-20	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics, and whether post holders report directly to the highest governance body.	<a href="#">Sustainability and Corporate Responsibility Committee;</a> <a href="#">Sustainability and Corporate Responsibility Committee Charter</a>	
102-21	Report processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics; and if consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	<a href="#">Sustainability and Corporate Responsibility Committee Charter</a>	
102-22	Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> <li>• Executive or non-executive;</li> <li>• Independence;</li> <li>• Tenure on the governance body;</li> <li>• Number of each individual's other significant positions and commitments, and the nature of the commitments;</li> <li>• Gender;</li> <li>• Membership of under-represented social groups;</li> <li>• Competencies relating to economic, environmental, and social topics;</li> <li>• Stakeholder representation.</li> </ul>	<a href="#">Proxy Statement</a>	
102-23	Report whether the chair of the highest governance body is also an executive officer in the organization. If the chair of the highest governance body is also an executive officer in the organization, describe his/her function within the organization's management and the reasons for this arrangement.	<a href="#">Proxy Statement</a>	
102-24	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including whether and how: <ul style="list-style-type: none"> <li>• Stakeholders (including shareholders) are involved;</li> <li>• Diversity is considered;</li> <li>• Independence is considered;</li> <li>• Expertise and experience relating to economic, environmental and social topics are considered.</li> </ul>	<a href="#">Proxy Statement</a>	

## About This Report / GRI Index

### Governance

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-25	Report the processes for the highest governance body to ensure conflicts of interest are avoided and managed and whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> <li>• Cross-board membership;</li> <li>• Cross-shareholding with suppliers and other stakeholders;</li> <li>• Existence of controlling shareholder;</li> <li>• Related party disclosures.</li> </ul>	<a href="#">Proxy Statement;</a> <a href="#">Corporate Governance Guidelines;</a> <a href="#">Related Party Guidelines</a>	
102-26	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	<a href="#">Sustainability and Corporate Responsibility Committee Charter</a>	
102-27	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	<a href="#">Sustainability and Corporate Responsibility Committee Charter</a>	
102-28	Report the following information regarding the highest governance body's performance: <ul style="list-style-type: none"> <li>• Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics.</li> <li>• Whether such evaluation is independent or not, and its frequency.</li> <li>• Whether such evaluation is a self-assessment.</li> <li>• Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.</li> </ul>	<a href="#">Proxy Statement</a>	
102-29	Report the following information regarding the highest governance body's role in identifying and managing economic, environmental, and social impacts: <ul style="list-style-type: none"> <li>• Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.</li> <li>• Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.</li> </ul>	<a href="#">Sustainability and Corporate Responsibility Committee;</a> <a href="#">Sustainability and Corporate Responsibility Committee Charter</a>	
102-30	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	<a href="#">Governance Structure;</a> <a href="#">Sustainability and Corporate Responsibility Committee Charter</a>	

## About This Report / GRI Index

### Governance

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-31	Report the frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	<a href="#">Proxy Statement; Sustainability and Corporate Responsibility Committee Charter</a>	
102-32	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	<a href="#">Sustainability and Corporate Responsibility Committee Charter</a>	
102-33	Report the process for communicating critical concerns to the highest governance body.	<a href="#">Ethics and Compliance: Reporting and Addressing Concerns</a>	
102-35	<p>Report remuneration policies for the highest governance body and senior executives for the following types of remuneration:</p> <ul style="list-style-type: none"> <li>• Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;</li> <li>• Sign-on bonuses or recruitment incentive payments;</li> <li>• Termination payments;</li> <li>• Clawbacks;</li> <li>• Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.</li> </ul> <p>Report how performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.</p>	<a href="#">Proxy Statement</a>	
102-36	Report the process for determining remuneration, whether remuneration consultants are involved in determining remuneration and whether they are independent of management, and any other relationships that the remuneration consultants have with the organization.	<a href="#">Proxy Statement</a>	
102-37	Report how stakeholders' views are sought and taken into account regarding remuneration and if applicable, the results of votes on remuneration policies and proposals.	<a href="#">Proxy Statement</a>	
102-38	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	<a href="#">Proxy Statement</a>	

## About This Report / GRI Index

### Stakeholder Engagement

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-40	Provide a list of stakeholder groups engaged by the organization.	<a href="#">About This Report</a>	
102-41	Report the percentage of total employees covered by collective bargaining agreements.	<a href="#">10-K</a>	
102-42	Report the basis for identification and selection of stakeholders with whom to engage.	<a href="#">Engaging Communities</a>	
102-43	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	<a href="#">About This Report</a> ; <a href="#">Priority Sustainability Issues</a> ; <a href="#">Engaging Communities</a>	
102-44	Report the key topics and concerns that have been raised through stakeholder engagement, including: <ul style="list-style-type: none"> <li>How the organization has responded to those key topics and concerns, including through its reporting;</li> <li>The stakeholder groups that raised each of the key topics and concerns.</li> </ul>	<a href="#">Priority Sustainability Issues</a> ; <a href="#">Engaging Communities</a> ; <a href="#">Case Studies</a>	

### Reporting Process

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-45	Report a list of all entities included in the organization's consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	<a href="#">SEC Filings</a>	
102-46	Report an explanation of the process for defining the report content and the topic boundaries and an explanation of how the organization has implemented the reporting principles for defining report content.	<a href="#">About This Report</a>	
102-47	Report a list of the material topics identified in the process for defining report content.	<a href="#">Priority Sustainability Issues</a>	
102-48	Report the effect of any restatements of information given in previous reports, and the reasons for such restatements.	No restatement of information	
102-49	Report significant changes from previous reporting periods in the list of material topics and topic boundaries.	<a href="#">About This Report</a>	
102-50	Report the reporting period for the information provided.	<a href="#">About This Report</a>	
102-51	Report, if applicable, the date of the most recent previous report.	October 2019	
102-52	Report the reporting cycle.	Annual; <a href="#">About This Report</a>	



## About This Report / GRI Index

### Reporting Process

Disclosure	Description	Location	Reason for Omission/Partial Mapping
102-53	Report the contact point for questions regarding the report.	<a href="#">About This Report; esg@DominionEnergy.com</a>	
102-54	Report the claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: <ul style="list-style-type: none"> <li>• 'This report has been prepared in accordance with the GRI Standards: Core option';</li> <li>• 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.</li> </ul>	<a href="#">About This Report</a>	
102-55	Report the GRI context index, which specifies each of the GRI Standards used and lists all disclosures included in the report. For each disclosure, the content index shall include: <ul style="list-style-type: none"> <li>• The number of the disclosure (for disclosures covered by the GRI Standards);</li> <li>• The page number(s) or URL(s) where the information can be found, either within the report or in other published materials;</li> <li>• If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</li> </ul>	<a href="#">GRI Index</a>	
102-56	Report a description of the organization's policy and current practice with regard to seeking external assurance for the report. If the report has been externally assured, report the following: <ul style="list-style-type: none"> <li>• A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;</li> <li>• The relationship between the organization and the assurance provider;</li> <li>• Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.</li> </ul>	<a href="#">About This Report</a>	
EU1	Installed capacity, broken down by primary energy source and by regulatory regime	<a href="#">Environmental Metrics</a>	Partial: Does not include breakdown by regulatory regime
EU2	Net energy output broken down by primary energy source and by regulatory regime	<a href="#">Environmental Metrics</a>	Partial: Does not include breakdown by regulatory regime
EU3	Number of residential, industrial, institutional, and commercial customer accounts	<a href="#">Social and Workforce Metrics</a>	
EU4	Length of above and underground transmission and distribution lines by regulatory regime	<a href="#">Environmental Metrics; Environmental Justice</a>	Partial: Does not include breakdown by regulatory regime
EU29	Average power outage duration	<a href="#">Electric Reliability</a>	

## Management Approach

Disclosure	Description	Location	Reason for Omission/Partial Mapping
103-1	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>• An explanation of why the topic is material;</li> <li>• The Boundary for the material topic, which includes a description of: where the impacts occur and the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships;</li> <li>• Any specific limitation regarding the topic Boundary.</li> </ul>	Throughout Report	
103-2	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>• An explanation of how the organization manages the topic;</li> <li>• A statement of the purpose of the management approach;</li> <li>• A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>• Policies</li> <li>• Commitments</li> <li>• Goals and targets</li> <li>• Responsibilities</li> <li>• Resources</li> <li>• Grievance mechanisms</li> <li>• Specific actions, such as processes, projects, programs and initiatives</li> </ul> </li> </ul>	Throughout Report	
103-3	<p>For each material topic, the reporting organization shall report an explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> <li>• The mechanisms for evaluating the effectiveness of the management approach;</li> <li>• The results of the evaluation of the management approach;</li> <li>• Any related adjustments to the management approach.</li> </ul>	Throughout Report; <a href="#">Commitments</a>	
G4-DMA (EU6)	Report the management approach to ensure short and long-term electricity availability and reliability.	<a href="#">Energy Reliability and Value</a>	
G4-DMA (EU8)	Report the research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development.	<a href="#">Innovation</a>	
G4-DMA (EU21)	Report the contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans.	<a href="#">Electric Safety</a>	

## About This Report / GRI Index

### Economic Standards

Disclosure	Description	Location	Reason for Omission/Partial Mapping
201-1	<p>Direct economic value generated and distributed (EVG&amp;D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> <li>• Direct economic value generated: revenues;</li> <li>• Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</li> <li>• Economic value retained: 'direct economic value generated' less 'economic value distributed';</li> </ul> <p>Where significant, report EVG&amp;D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	<a href="#">10-K</a> ; <a href="#">Economic Development</a> ; <a href="#">Philanthropy</a>	
201-2/G4-EC2	Report financial implications and other risks and opportunities for the organization's activities due to climate change.	<a href="#">Climate Report</a>	
203-1/G4-EC7	Report the extent of development of significant infrastructure investments and services supported; Current or expected impacts on communities and local economies, including positive and negative impacts where relevant; and whether these investments and services are commercial, in-kind, or pro bono engagements.	<a href="#">Economic Development</a> ; <a href="#">Investing in Infrastructure for Clean Energy</a>	
203-2	Report examples of significant identified indirect economic impacts of the organization, including positive and negative impacts, and significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	<a href="#">Economic Development</a> ; <a href="#">UN SDGs</a>	
205-2	Communication and training about anti-corruption policies and procedures.	<a href="#">Employee &amp; Supplier Code of Ethics</a> ; <a href="#">Governance &amp; Risk Oversight</a>	Partial Mapping: Omitted due to lack of data; number of employees that have received anti-corruption training

## About This Report / GRI Index

### Environmental Standards

Disclosure	Description	Location	Reason for Omission/Partial Mapping
303-1	Interactions with water as a shared resource	<a href="#">Water CDP</a>	
303-2	Management of water discharge-related impacts	<a href="#">Water CDP</a>	
303-3/G4-EN8	Water withdrawal	<a href="#">Water CDP</a> ; <a href="#">Environmental Metrics</a>	Omitted due to lack of data: Water withdrawal from areas with water stress
303-4	Water discharge	<a href="#">Water CDP</a>	Omitted due to lack of data: Water discharge to areas with water stress
303-5	Water consumption	<a href="#">Water CDP</a>	Omitted due to lack of data: Water consumption from areas with water stress and changes in water storage
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">Habitat &amp; Wildlife Protection</a>	
305-1/G4-EN15	Direct (Scope 1) GHG emissions	<a href="#">Climate CDP</a>	
305-2/G4-EN16	Energy indirect (Scope 2) GHG emissions	<a href="#">Climate CDP</a>	Omitted due to lack of data: Gases included in CO <sub>2</sub> e calculation Source of GWP rates used
305-3	Other indirect (Scope 3) GHG emissions	Omitted	Omitted: Scope 3 Emissions are not tracked by Dominion Energy
305-4/G4-EN18	GHG emissions intensity	<a href="#">Climate CDP</a> ; <a href="#">Environmental Metrics</a>	
305-5/G4-EN19	Reduction of GHG emissions	<a href="#">Cleaner Air</a> ; <a href="#">Climate CDP</a> ; <a href="#">Environmental Metrics</a>	
305-7/G4-EN21	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">Cleaner Air</a> ; <a href="#">Climate CDP</a> ; <a href="#">Environmental Metrics</a>	Omitted due to lack of data: Persistent Organic Pollutants (POP) Volatile Organic Compounds (VOC) Hazardous Air Pollutants (HAP) Particulate Matter (PM)
307-1	Non-compliance with environmental laws and regulations	<a href="#">Environmental Metrics</a>	
308-1	New suppliers that were screened using environmental criteria	<a href="#">Supply Chain Sustainability</a>	

## About This Report / GRI Index

### Environmental Standards

Disclosure	Description	Location	Reason for Omission/Partial Mapping
OG2	Total amount invested in renewable energy	<a href="#">Electric Diversity: Renewables</a>	
OG3	Total amount renewable energy generated by source	<a href="#">Environmental Metrics</a>	
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	<a href="#">Methane Emissions Reduction</a>	

### Social Standards

Disclosure	Description	Location	Reason for Omission/Partial Mapping
403-1	Occupational health and safety management system	<a href="#">Workplace Safety</a>	
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Workplace Safety</a>	
403-3	Occupational health services	<a href="#">Workplace Safety</a>	
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Workplace Safety</a>	
403-5	Worker training on occupational health and safety	<a href="#">Workplace Safety; Employee Health and Wellness</a>	
403-6	Promotion of worker health	<a href="#">Workplace Safety</a>	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Workplace Safety</a>	
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Developing Talent; Just Transition</a>	
405-1	Diversity of governance bodies and employees	<a href="#">Social and Workforce Metrics; Proxy Statement</a>	Omitted: breakdown of employees by age by employee category

## Social Standards

Disclosure	Description	Location	Reason for Omission/Partial Mapping
408-1	Operations and suppliers identified as having significant risk for incidents of child labor	None. U.S. law prohibits child labor, and Dominion Energy prohibits these practices within the company. We hold our suppliers to that same standard; <a href="#">Supplier Expectations</a> ; <a href="#">Supplier Code of Ethics and Business Conduct</a>	
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor	None. U.S. law prohibits forced or compulsory labor, and Dominion Energy prohibits these practices within the company. We hold our suppliers to that same standard. <a href="#">Supplier Expectations</a> ; <a href="#">Supplier Code of Ethics and Business Conduct</a>	
414-1	New suppliers that were screened using social criteria	<a href="#">Supplier Diversity</a>	
415-1	Total monetary value of political contributions by country and recipient/beneficiary.	<a href="#">Political Participation</a> ; <a href="#">Political Contributions</a>	



## About This Report / U.N. Sustainable Development Goals

### WHAT YOU SHOULD KNOW

The United Nations Sustainable Development Goals (UN SDGs) outline a blueprint for businesses, government, and other organizations to work together toward sustainable development. Below is a mapping of Dominion Energy's sustainability initiatives to the applicable UN SDGs (note: a number of the UN SDG targets are not applicable to our business lines).



## Sustainable Development Goal Mapping

### Our Company

5.5: Governance & Risk Oversight  
 8.8: Values, Ethics & Compliance  
 12.6: About This Report  
 13.2: Governance & Risk Oversight  
 16.2, 16.5: Values, Ethics & Compliance  
 16.6, 16.7: Values, Ethics & Compliance; Governance & Risk Oversight  
 17.17: Governance & Risk Oversight



### Delivering Clean, Reliable, Affordable Energy

7.1: Delivering Clean, Reliable, Affordable Energy  
 7.2: Clean Energy Diversity & Security; Innovation  
 7.3: Delivering Energy Reliability & Value  
 9.4: Investing in Infrastructure for Clean Energy  
 9.5: Innovation  
 13.1: Delivering Energy Reliability & Value



### Serving Customers and Communities

4.4, 4.5, 4.7: Community Development  
 8.3: Engaging Communities; Community Development  
 8.8: Safety  
 11.4: Engaging Communities  
 17.17: Community Development



### Empowering Our People

4.4, 4.5, 4.7: Empowering Employees  
 5.5: Workforce Metrics  
 8.5: Attracting Talent  
 8.8: Empowering Employees



### Protecting The Environment

3.9: Cleaner Air; Clean Water; Habitat & Wildlife Protection  
 6.3, 6.4: Clean Water  
 6.6: Clean Water; Habitat & Wildlife Protection  
 7.2: Cleaner Air  
 8.4: Sustainable Operations  
 12.2: Environment Overview; Sustainable Operations; Habitat & Wildlife Protection  
 12.3: Environment Overview; Habitat & Wildlife Protection  
 12.4: Protecting Our Environment  
 12.5, 12.7: Sustainable Operations  
 13.2: Cleaner Air  
 14.1, 14.2: Clean Water; Habitat & Wildlife Protection  
 14.3: Cleaner Air; Clean Water  
 14.5: Habitat & Wildlife Protection  
 15.1: Clean Water; Habitat & Wildlife Protection  
 15.2, 15.5, 15.8, 15.9: Habitat & Wildlife Protection



## About This Report / SASB Map

### WHAT YOU SHOULD KNOW

The Sustainability Accountability Standards Board provides another framework for disclosing information of interest to stakeholders. The map below shows where to find SASB disclosures in this report.

## Electric Utilities & Power Generators

Topic	Accounting Metric	Location	Omitted	Reason for Omission
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1 - (1) Gross global scope 1 emissions	<a href="#">Cleaner Air</a> ; <a href="#">Metrics</a>	Percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	Information unavailable.
	IF-EU-110a.3 - Discussion of long-term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	<a href="#">Cleaner Air</a> ; <a href="#">Climate Report</a> ; <a href="#">Climate CDP</a>		
Air Quality	IF-EU-120a.1 - Air emissions of the following pollutants: (1) NOx, (2) SO2, and (5)Hg	<a href="#">Other Air Emissions</a> ; <a href="#">Metrics</a>	(3) particulate matter (PM10), (4) lead (Pb)	Information unavailable.
Water Management	IF-EU-140a.1 - (1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<a href="#">Metrics</a> ; <a href="#">Water CDP</a>		
	IF-EU-140a.2 - Number of incidents of non-compliance associated with water quality and/or quality permits, standards, and regulations	<a href="#">Metrics</a> ; <a href="#">Water CDP</a>		
	IF-EU-140a.3 - Description of water management risks and discussion of strategies and practices to mitigate those risks	<a href="#">Clean Water</a> ; <a href="#">Water CDP</a>		
Coal Ash Management	IF-EU-150a.1 - Amount of coal combustion residuals (CCR) generated, percentage recycled	<a href="#">Metrics</a>		
Energy Affordability	IF-EU-240a.1 - Average retail rate for (1) residential customers	<a href="#">Energy Value</a>	Average retail rate for (2) commercial, and (3) industrial customers	Information not publicly disclosed.
	IF-EU-240a.2 - Typical monthly electric bill for residential customers for 1000 kWh of electricity delivered per month	<a href="#">Energy Value</a>	Typical monthly electric bill for residential customers for 500 kWh of electricity delivered per month	Information not publicly disclosed.
	IF-EU-240a.4 - Discussion of impact of external factors on customer affordability of electricity, including the economic condition of the service territory	<a href="#">Energy Value</a>		
Workforce Health & Safety	IF-EU-320a.1 - (1) Total recordable incident rate (TRIR), (2) Fatality rate	<a href="#">Safety</a> ; <a href="#">Metrics</a>	(3) near miss frequency rate (NMFR)	Information not publicly disclosed

## About This Report / SASB Map

Topic	Accounting Metric	Location	Omitted	Reason for Omission
Nuclear Safety & Emergency Management	IF-EU-540a.1 - Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	All 7 of our units are in the Licensee Response column: Millstone 2, Millstone 3, North Anna 1, North Anna 2, Surry 1, Surry 2, and V.C. Summer. <a href="https://www.nrc.gov/reactors/operating/oversight/actionmatrix-summary.html">https://www.nrc.gov/reactors/operating/oversight/actionmatrix-summary.html</a>		
	IF-EU-540a.2 - Description of efforts to manage nuclear safety and emergency preparedness	<a href="#">Nuclear Safety</a>		
Activity Metrics	IF-EU-000.A - Number of: (1) residential, (2) commercial, and (3) industrial customers served	<a href="#">Social and Workforce Metrics</a>		

## Gas Utilities & Distributors

Topic	Accounting Metric	Location	Omitted	Reason for Omission
Energy Affordability	IF-GU-240a.1 - Average retail gas rate for (1) residential customers	<a href="#">Energy Value</a>	Average retail gas rate for (2) commercial, (3) industrial customers, and (4) transportation services only	Information not publicly disclosed
End-Use Efficiency	IF-GU-420a.2 - Customer gas savings from efficiency measures by market	<a href="#">Energy Value</a>		
Integrity of Gas Delivery Infrastructure	IF-GU-540a.2 - Percentage of distribution pipeline that is (1) cast and/or wrought iron and (2) unprotected steel	<a href="#">Pipeline Replacement;</a> <a href="#">Natural Gas Metrics</a>		
	IF-GU-540a.4 - Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emission	<a href="#">Methane Emissions Reduction;</a> <a href="#">Natural Gas Safety and Integrity</a>		

## Oil & Gas Midstream

Topic	Accounting Metric	Location	Omitted	Reason for Omission
Greenhouse Gas Emissions	<b>EM-MD-110a.1</b> - Gross global Scope 1 emissions, percentage methane	<a href="#">Cleaner Air; Metrics; Natural Gas Metrics</a>	Percentage covered under emissions-limiting regulations	Information not publicly disclosed
	<b>EM-MD-110a.2</b> - Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	<a href="#">Cleaner Air; Methane Emissions Reduction Report; Climate Report</a>		
Ecological Impacts	<b>EM-MD-160a.1</b> - Description of environmental management policies and practices for active operations	<a href="#">Habitat &amp; Wildlife Protection</a>		
Operational Safety, Emergency Preparedness & Response	<b>EM-MD-540a.4</b> - Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	<a href="#">Natural Gas Safety and Integrity</a>		

# Metrics

Our story in numbers.

## Environmental

### Dominion Energy Portfolio

YEAR Baseline	2000 Baseline	2005	2015	2016	2017	2018	2019
<b>Dominion Energy Virginia and Contracted Generation Owned Nameplate Generation Capacity at end of year (MW)</b>	15,147	25,910	22,774	24,604	25,101	25,117	23,768
Coal	5,992	7,937	4,406	4,406	4,402	4,406	3,684
Natural Gas	1,800	7,107	7,836	9,256	9,297	9,187	8,413
Nuclear	3,253	5,726	5,349	5,349	5,349	5,349	5,349
Petroleum	2,476	3,219	2,171	2,171	2,168	2,155	2,143
Total Renewable Energy Resources	1,587	1,921	2,997	3,407	3,870	4,005	4,179
Biomass/Biogas		80	236	236	236	236	153
Geothermal							
Hydroelectric	1,587	1,841	2,120	2,126	2,126	2,124	2,124
Solar			359	763	1,226	1,363	1,752
Wind			282	282	282	282	150
Other	39		15	15	15	15	



## Metrics

YEAR Baseline	2000 Baseline	2005	2015	2016	2017	2018	2019
<b>Dominion Energy South Carolina Owned Nameplate Generation Capacity at end of year (MW)</b>	4,483	5,776	5,240	5,239	5,239	5,708	5,651
Coal	2,720	2,590	1,789	1,789	1,789	1,789	1,704
Natural Gas	372	1,719	2,004	2,003	2,003	2,507	2,513
Nuclear	635	644	647	647	647	647	650
Petroleum							
Total Renewable Energy Resources	756	823	800	800	800	765	784
Biomass/Biogas							
Geothermal							
Hydroelectric	756	823	800	800	800	765	784
Solar							
Wind							
Other							
<b>Combined Owned Nameplate Generation Capacity at end of year (MW)</b>	19,630	31,686	28,014	29,843	30,340	30,825	29,419
Coal	8,712	10,527	6,195	6,195	6,191	6,195	5,388
Natural Gas	2,172	8,826	9,840	11,259	11,300	11,694	10,926
Nuclear	3,888	6,370	5,996	5,996	5,996	5,996	5,999
Petroleum	2,476	3,219	2,171	2,171	2,168	2,155	2,143
Total Renewable Energy Resources	2,343	2,744	3,797	4,207	4,670	4,770	4,963
Biomass/Biogas		80	236	236	236	236	153
Geothermal							
Hydroelectric	2,343	2,664	2,920	2,926	2,926	2,889	2,908
Solar			359	763	1,226	1,363	1,752
Wind			282	282	282	282	150
Other	39		15	15	15	15	

## Metrics

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017	2018	2019
<b>Dominion Energy Virginia and Contracted Net Generation Production for the data year (MWH)</b>	71,536,133	109,328,723	98,455,046	108,368,094	102,060,029	100,659,937	94,855,233
Coal	37,772,810	51,607,246	22,613,052	21,947,757	15,376,307	12,302,427	7,177,447
Natural Gas	3,698,671	7,728,873	28,858,084	38,370,996	37,654,007	38,838,261	38,386,925
Nuclear	26,552,901	44,164,092	42,888,281	43,951,909	44,548,239	43,541,335	43,833,345
Petroleum	3,021,949	4,710,344	847,768	459,162	271,644	626,111	123,323
Total Renewable Energy Resources	489,802	1,118,168	3,247,861	3,638,270	4,209,832	5,351,803	5,334,193
Biomass/Biogas		540,007	1,193,180	1,266,746	1,163,454	1,196,101	1,007,679
Geothermal							
Hydroelectric	489,802	578,161	613,069	771,100	488,627	850,529	690,754
Solar			747,748	934,322	1,983,498	2,686,996	3,037,885
Wind			693,864	666,103	574,253	618,177	597,876
Other							
<b>Dominion Energy South Carolina Net Generation Production for the data year (MWH)</b>	22,459,240	25,493,722	23,282,862	22,793,374	22,016,656	23,523,302	23,223,220
Coal	17,501,201	17,867,835	10,352,062	8,565,143	8,760,962	8,580,257	6,481,671
Natural Gas	90,882	2,063,550	7,477,292	7,892,092	8,178,640	9,519,949	10,970,384
Nuclear	4,240,198	4,979,600	4,743,582	5,772,294	4,610,254	4,910,880	5,483,003
Petroleum							
Total Renewable Energy Resources	626,959	582,737	709,926	563,845	466,800	512,217	288,162
Biomass/Biogas	382,880	154,836	321,718	312,548	305,081	150,181	
Geothermal							
Hydroelectric	244,079	427,901	388,208	251,297	161,719	362,036	288,162
Solar							
Wind							
Other							

## Metrics

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017	2018	2019
<b>Combined Net Generation Production for the data year (MWH)</b>	93,995,373	134,822,445	121,737,908	131,161,469	124,076,685	124,183,240	118,078,453
Coal	55,274,011	69,475,081	32,965,114	30,512,900	24,137,269	20,882,684	13,659,118
Natural Gas	3,789,553	9,792,423	36,335,376	46,263,088	45,832,647	48,358,209	49,357,309
Nuclear	30,793,099	49,143,692	47,631,863	49,724,203	49,158,493	48,452,215	49,316,348
Petroleum	3,021,949	4,710,344	847,768	459,162	271,644	626,111	123,323
Total Renewable Energy Resources	1,116,761	1,700,905	3,957,788	4,202,116	4,676,632	5,864,020	5,622,355
Biomass/Biogas	382,880	694,843	1,514,898	1,579,294	1,468,535	1,346,282	1,007,679
Geothermal							
Hydroelectric	733,881	1,006,062	1,001,277	1,022,397	650,346	1,212,565	978,916
Solar			747,748	934,322	1,983,498	2,686,996	3,037,885
Wind			693,864	666,103	574,253	618,177	597,876
Other							
YEAR			2017			2018	2019
Miles Distribution Lines-Electric (regulated utility)			58,277			58,300	85,000
Miles Transmission Lines-Electric (regulated utility) Includes circuit miles, including overhead and underground lines			6,600			6,700	10,400

## Air<sup>1</sup>

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017 <sup>2</sup>	2018 <sup>3</sup>	2019
<b>Carbon Emissions Dominion Energy Virginia &amp; Contracted Generation</b>							
Total generation (net MWh) (by ownership)	71,536,133	109,328,723	98,455,046	108,368,094	102,060,029	100,659,937	94,855,233
Total CO <sub>2</sub> emissions (MT) (by ownership)	41,989,458	57,262,200	33,761,475	36,659,419	29,945,097	27,659,008	21,854,373
CO <sub>2</sub> intensity rate (MT/net MWh) (by ownership)	0.587	0.524	0.343	0.338	0.293	0.275	0.230
Total CO <sub>2</sub> e emissions (MT) (by ownership)	42,298,827	58,025,709	34,253,305	37,186,655	30,155,246	27,763,387	21,982,856
CO <sub>2</sub> e intensity rate (MT/net MWh) (by ownership)	0.591	0.531	0.348	0.343	0.295	0.276	0.232

<sup>1</sup> Reported carbon emissions (CO<sub>2</sub>) includes emissions from electric generating units (EGUs). Carbon equivalent emissions (CO<sub>2</sub>e) includes emissions from EGUs and other minor combustion sources, such as ancillary and auxiliary equipment, associated with electric generation operations. Note: This excludes sulfur hexafluoride reported as CO<sub>2</sub>e, which includes emissions from power delivery transmission and delivery operations.

<sup>2</sup> By way of clarification and transparency, the company is restating its 2017 emissions as a result of a calculation update.

<sup>3</sup> By way of clarification and transparency, the company is restating its 2018 intensity rate as a result of updated MWhs.

## Metrics

### Air<sup>1</sup> (continued)

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017 <sup>2</sup>	2018 <sup>3</sup>	2019
<b>Carbon Emissions Dominion Energy South Carolina</b>							
Total generation (net MWh) (by ownership)	22,459,240	25,493,722	23,282,862	22,793,374	22,016,656	23,523,302	23,223,220
Total CO <sub>2</sub> emissions (MT) (by ownership)	16,115,664	17,035,669	12,008,478	11,081,704	11,426,554	11,522,827	9,820,746
CO <sub>2</sub> intensity rate (MT/net MWh) (by ownership)	0.718	0.668	0.516	0.486	0.519	0.490	0.423
Total CO <sub>2</sub> e emissions (MT) (by ownership)	17,727,230	18,739,236	12,087,352	10,930,629	11,494,249	11,644,685	9,907,987
CO <sub>2</sub> e intensity rate (MT/net MWh) (by ownership)	0.789	0.735	0.519	0.480	0.522	0.495	0.427
<b>Carbon Emissions Combined</b>							
Total generation (net MWh) (by ownership)	93,995,373	134,822,445	121,737,908	131,161,469	124,076,685	124,183,240	118,078,453
Total CO <sub>2</sub> emissions (MT) (by ownership)	58,105,122	74,297,869	45,769,953	47,741,123	41,371,652	39,181,835	31,675,119
CO <sub>2</sub> intensity rate (MT/net MWh) (by ownership)	0.618	0.551	0.376	0.364	0.333	0.316	0.268
Total CO <sub>2</sub> e emissions (MT) (by ownership)	60,026,057	76,764,945	46,340,656	48,117,284	41,649,495	39,408,072	31,890,844
CO <sub>2</sub> e intensity rate (MT/net MWh) (by ownership)	0.639	0.569	0.381	0.367	0.336	0.317	0.270

## Metrics

### Air<sup>1</sup> (continued)

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017 <sup>2</sup>	2018 <sup>3</sup>	2019
<b>Purchased Power<sup>4</sup> Emissions (Net MWH) Dominion Energy Virginia</b>	16,753,741	18,987,726	14,656,975	7,486,404	13,419,239	18,600,961	15,607,678
Total Purchased Generation CO <sub>2</sub> Emissions (MT)	12,159,115	13,780,442	10,637,376	5,443,297	8,399,959	10,968,543	8,637,107
Total Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWH)	0.73	0.73	0.73	0.73	0.63	0.59	0.55
Carbon Dioxide Equivalent (CO <sub>2</sub> e)							
Total Purchased Generation CO <sub>2</sub> e Emissions (MT)	13,604,038	15,418,034	11,901,464	6,078,960	9,239,955	12,065,397	9,500,818
Total Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWH)	0.812	0.812	0.812	0.812	0.69	0.65	0.61
<b>Purchased Power<sup>5</sup> Emissions (Net MWH) Dominion Energy South Carolina</b>	2,338,904	831,683	1,219,892	1,986,931	2,195,328	1,332,503	1,144,067
Total Purchased Generation CO <sub>2</sub> Emissions (MT)	1,547,978	478,330	535,759	942,564	971,451	161,986	114,343
Total Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWH)	0.662	0.575	0.439	0.474	0.443	0.122	0.100
Carbon Dioxide Equivalent (CO <sub>2</sub> e)							
Total Purchased Generation CO <sub>2</sub> e Emissions (MT)	1,702,776	526,163	589,335	1,036,821	1,068,596	178,185	114,974
Total Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWH)	0.73	0.63	0.48	0.52	0.49	0.13	0.10
<b>Purchased Power Emissions (Net MWH) Combined</b>	19,092,645	19,819,409	15,876,867	9,473,335	15,614,567	19,933,464	16,751,745
Total Purchased Generation CO <sub>2</sub> Emissions (MT)	13,707,093	14,258,772	11,173,135	6,385,861	9,371,410	11,130,529	8,751,450
Total Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWH)	0.72	0.72	0.70	0.67	0.60	0.56	0.52
Carbon Dioxide Equivalent (CO <sub>2</sub> e)							
Total Purchased Generation CO <sub>2</sub> e Emissions (MT)	15,306,814	15,944,197	12,490,799	7,115,781	10,308,551	12,243,582	9,615,792
Total Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWH)	0.80	0.80	0.79	0.75	0.66	0.61	0.57

<sup>4</sup>DEVA Purchased power and non-utility generators (NUGs) emissions are calculated based on PJM's CO<sub>2</sub> Emissions Intensity Factor published annually. CO<sub>2</sub>e calculated using a conversion factor.

<sup>5</sup>DESC Purchased power emissions are calculated using EPA's eGRID (<https://www.epa.gov/energy/emissions-generation-resource-integrated-database-egrid>) factors for the North American Electric Reliability Corporation (NERC) subregion. CO<sub>2</sub>e calculated using a conversion factor.

## Metrics

### Air<sup>1</sup> (continued)

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017 <sup>2</sup>	2018 <sup>3</sup>	2019
<b>Owned Generation + Purchased Power<sup>4</sup> Emissions (Net MWH) Dominion Energy Virginia &amp; Contracted Generation</b>	88,289,874	128,316,449	113,112,021	115,854,498	115,479,268	119,260,898	110,462,911
Total Owned + Purchased Generation CO <sub>2</sub> Emissions (MT)	54,148,573	71,042,641	44,398,851	42,102,716	38,345,056	38,627,551	30,491,480
Total Owned + Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWH)	0.613	0.554	0.393	0.363	0.332	0.324	0.276
Carbon Dioxide Equivalent (CO <sub>2</sub> e)							
Total Owned + Purchased Generation CO <sub>2</sub> e Emissions (MT)	56,223,338	73,443,743	46,154,769	43,265,615	39,395,201	39,828,784	31,483,674
Total Owned + Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWH)	0.637	0.572	0.408	0.373	0.341	0.334	0.285
<b>Owned Generation + Purchased Power<sup>5</sup> Emissions (Net MWH) Dominion Energy South Carolina</b>	24,798,144	26,325,405	24,502,754	24,780,305	24,211,984	24,855,805	24,367,287
Total Owned + Purchased Generation CO <sub>2</sub> Emissions (MT)	17,663,642	17,513,999	12,544,237	12,024,268	12,398,005	11,684,813	9,935,089
Total Owned + Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWH)	0.712	0.665	0.512	0.485	0.512	0.470	0.408
Carbon Dioxide Equivalent (CO <sub>2</sub> e)							
Total Owned + Purchased Generation CO <sub>2</sub> e Emissions (MT)	31,331,268	19,265,399	12,676,687	11,967,450	12,562,845	11,822,870	10,022,961
Total Owned + Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWH)	1.263	0.732	0.517	0.483	0.519	0.476	0.411
<b>Owned Generation + Purchased Power<sup>2</sup> Emissions (Net MWH) Combined</b>	113,088,018	154,641,854	137,614,775	140,634,804	139,691,252	144,116,704	134,830,198
Total Owned + Purchased Generation CO <sub>2</sub> Emissions (MT)	71,812,215	88,556,641	56,943,089	54,126,984	50,743,062	50,312,364	40,426,569
Total Owned + Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWH)	0.635	0.573	0.414	0.385	0.363	0.349	0.300
Carbon Dioxide Equivalent (CO <sub>2</sub> e)							
Total Owned + Purchased Generation CO <sub>2</sub> e Emissions (MT)	87,554,606	92,709,142	58,831,455	55,233,064	51,958,046	51,651,654	41,506,635
Total Owned + Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWH)	0.774	0.600	0.428	0.393	0.372	0.358	0.308

<sup>4</sup>DEVA Purchased power and non-utility generators (NUGs) emissions are calculated based on PJM's CO<sub>2</sub> Emissions Intensity Factor published annually. CO<sub>2</sub>e calculated using a conversion factor.

<sup>5</sup>DESC Purchased power emissions are calculated using EPA's eGRID (<https://www.epa.gov/energy/emissions-generation-resource-integrated-database-egrid>) factors for the North American Electric Reliability Corporation (NERC) subregion. CO<sub>2</sub>e calculated using a conversion factor.



## Metrics

### Air<sup>1</sup> (continued)

YEAR	2015	2016	2017 <sup>2</sup>	2018 <sup>3</sup>	2019
<b>Methane Emissions Dominion Energy</b>					
Methane Emissions from Gas Operations* (MT)	53,328	60,838	62,625	63,543	59,996
<b>Methane Emissions Dominion Energy South Carolina</b>					
Methane Emissions from Gas Operations* (MT)	3,621	3,771	3,958	3,905	3,910
<b>Methane Emissions Combined</b>					
Methane Emissions from Gas Operations* (MT)	56,949	64,609	66,583	67,448	63,906

\*As reported in EPA's GHG reporting program. In 2016, Dominion Energy began reporting additional emissions from pipeline blowdowns, gathering and boosting as part of EPA's reporting program.

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017 <sup>2</sup>	2018 <sup>3</sup>	2019
<b>Other Air Emissions Dominion Energy Virginia &amp; Contracted Generation</b>							
Nitrogen oxide, sulfur dioxide and mercury generation basis for calculation (MWH)	71,421,615	108,511,203	97,958,771	108,050,001	101,775,887	100,374,893	94,710,520
Nitrogen oxide emissions (MT) (by ownership)	132,895	101,106	15,361	13,883	10,559	10,621	7,121
Nitrogen oxide emissions intensity (MT/net MWH) (by ownership)	0.001861	0.000932	0.000157	0.000128	0.000104	0.000106	0.000075
Sulfur dioxide emissions (MT) (by ownership)	372,732	283,213	12,921	9,665	5,490	7,439	2,956
Sulfur dioxide emissions intensity (MT/net MWH) (by ownership)	0.005219	0.002610	0.000132	0.000089	0.000054	0.000074	0.000031
Mercury emissions (kg) (by ownership)	2,194	931	54	52	32	31	33
Mercury emissions intensity (kg/net MWH) (by ownership)	0.0000307	0.0000086	0.0000006	0.0000005	0.0000003	0.0000003	0.0000004
Sulfur hexafluoride (MT)			2.36	1.9	1.66	1.75	1.68
CO <sub>2</sub> e of sulfur hexafluoride (MT)			53,819	42,847	37,841	39,900	38,338

## Metrics

### Air<sup>1</sup> (continued)

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017 <sup>2</sup>	2018 <sup>3</sup>	2019
<b>Other Air Emissions Dominion Energy South Carolina</b>							
Nitrogen oxide, sulfur dioxide and mercury generation basis for calculation (MWH)	22,459,240	25,493,722	23,282,862	22,793,374	22,016,656	23,523,302	23,223,220
Nitrogen oxide emissions (MT) (by ownership)	165,190	125,517	20,582	18,795	15,743	15,749	12,094
Nitrogen oxide emissions intensity (MT/net MWH) (by ownership)	0.007355	0.004923	0.000884	0.000825	0.000715	0.000670	0.000521
Sulfur dioxide emissions (MT) (by ownership)	432,702	354,976	16,309	11,181	7,449	9,031	4,326
Sulfur dioxide emissions intensity (MT/net MWH) (by ownership)	0.019266	0.013924	0.000700	0.000491	0.000338	0.000384	0.000186
Mercury emissions (kg) (by ownership)	1,253	1,034	63	59	40	42	42
Mercury emissions intensity (kg/net MWH) (by ownership)	0.0000558	0.0000406	0.0000027	0.0000026	0.0000018	0.0000018	0.0000018
Sulfur hexafluoride (MT)			0.521	0.457	0.167	0.542	0.467
CO <sub>2</sub> e of sulfur hexafluoride (MT)			11,455	10,049	3,678	11,914	10,265
<b>Other Air Emissions Combined</b>							
Nitrogen oxide, sulfur dioxide and mercury generation basis for calculation (MWH)	93,880,855	134,004,925	121,241,633	130,843,375	123,792,543	123,898,196	117,933,740
Nitrogen oxide emissions (MT) (by ownership)	298,085	226,623	35,943	32,678	26,302	26,370	19,214
Nitrogen oxide emissions intensity (MT/net MWH) (by ownership)	0.003175	0.001691	0.000296	0.000250	0.000212	0.000213	0.000163
Sulfur dioxide emissions (MT) (by ownership)	805,434	638,189	29,230	20,846	12,939	16,470	7,282
Sulfur dioxide emissions intensity (MT/net MWH) (by ownership)	0.008579	0.004762	0.000241	0.000159	0.000105	0.000133	0.000062
Mercury emissions (kg) (by ownership)	3,447	1,965	117	111	72	73	76
Mercury emissions intensity (kg/net MWH) (by ownership)	0.0000367	0.0000147	0.0000010	0.0000008	0.0000006	0.0000006	0.0000006
Sulfur hexafluoride (MT)			2.881	2.357	1.827	2.292	2.148
CO <sub>2</sub> e of sulfur hexafluoride (MT)			65,274	52,896	41,519	51,814	48,604

### Metrics

### Water

YEAR	2000 Baseline	2005 Baseline	2015	2016	2017	2018	2019
<b>Dominion Energy Virginia</b>							
Water reused/recycled (million liters) (by ownership)			2,097	5,598	5,066	4,194,700	3,139,995
Water reused/recycled (million liters/net MWH) (by ownership)			0.00002	0.00005	0.00005	0.041	0.033
Fresh water withdrawn (billion liters)			7,984	7,760	7,625	6,885	6,815
Fresh water consumed (billion liters)			33.2	38	29	16.7	20
Water withdrawals - consumptive (billion liters/net MWH)	0.0000006	0.00000007	0.00000026	0.0000004	0.00000003	0.00000017	0.00000021
Water withdrawals - non-consumptive (billion liters/net MWH)	0.000142	0.000133	0.000082	0.0000703	0.000074	0.000068	0.000072
<b>Dominion Energy South Carolina</b>							
Water reused/recycled (million liters) (by ownership)			3,186,805	6,193,075	4,997,274	5,457,708	5,804,755
Water reused/recycled (million liters/net MWH) (by ownership)			0.27	0.62	0.48	0.47	0.59
Fresh water withdrawn (billion liters)			1,896	1,770	1,435	1,777	1,807
Fresh water consumed (billion liters)			18.1	17.7	18.9	16.2	5.3
Water withdrawals - consumptive (billion liters/net MWH)			0.00000074	0.00000071	0.00000078	0.00000069	0.00000023
Water withdrawals - non-consumptive (billion liters/net MWH)			0.000077	0.000071	0.000059	0.000071	0.000078
<b>Combined</b>							
Water reused/recycled (million liters) (by ownership)			3,188,902	6,198,673	5,002,340	9,652,408	8,944,750
Water reused/recycled (million liters/net MWH) (by ownership)			0.27	0.62	0.48	0.51	0.62
Fresh water withdrawn (billion liters)			9,880	9,530	9,060	8,662	8,622
Fresh water consumed (billion liters)			51.3	55.7	47.9	32.9	25.3
Water withdrawals - consumptive (billion liters/net MWH)			0.00000042	0.00000042	0.00000039	0.00000026	0.00000021
Water withdrawals - non-consumptive (billion liters/net MWH)			0.000081	0.000073	0.000073	0.000069	0.000073

\*The significant increase is due to the inclusion of Bath County Pumped Storage and the Nuclear facilities that withdrawal/discharge water from the same source as reused/recycled water, in addition to improved accounting.

## Metrics

### Recycled and Reused Materials

YEAR	2015	2016	2017	2018	2019
<b>Dominion Energy</b>					
Coal combustion byproducts (tons)*	776,765	718,257	433,927	340,695	399,901
Gypsum (tons)	193,747	191,071	110,503	97,157	319,516
Biomass combustion products (tons)	13,896	7,473	7,110	6,564	13,066
Oils, fluids for reclamation/recovery (tons)	10,241	12,335	11,151	10,481	832
Scrap metals (tons)	8,145	20,553	17,661	18,973	15,431
Paper, cardboard, plastic, glass (tons)	721	495	528	724	4,543
E-waste (tons)	14	34	50	54	4.41
<b>Dominion Energy South Carolina</b>					
Coal combustion byproducts (tons)*	474,139	538,330	507,294	377,973	387,769
Gypsum (tons)	135,481	129,626	129,835	48,851	159,401
Biomass combustion products (tons)	0	0	0	0	0
Oils, fluids for reclamation/recovery (tons)	1,071	916	787	861	564
Scrap metals (tons)	11,694	17,273	5,273	3,415	4,911
Paper, cardboard, plastic, glass (tons)	499	544	540	493	614
E-waste (tons)	22.26	17.06	12.14	16.25	41.90
<b>Combined</b>					
Coal combustion byproducts (tons)*	1,250,904	1,256,587	941,221	718,668	787,670
Gypsum (tons)	329,228	320,697	240,338	146,008	478,917
Biomass combustion products (tons)	13,896	7,473	7,110	6,564	13,066
Oils, fluids for reclamation/recovery (tons)	11,312	13,251	11,938	11,342	1,397
Scrap metals (tons)	19,839	37,826	22,934	22,388	20,342
Paper, cardboard, plastic, glass (tons)	1,220	1,039	1,068	1,217	5,157
E-waste (tons)	36.26	51.06	62.14	70.25	46.31

\*The amount of CCB material recycled includes material from newly generated CCB, reuse of deposited material, and material from storage unit closures.

## Metrics

### Other

YEAR	2015	2016	2017	2018	2019
<b>Dominion Energy</b>					
Coal ash produced / reused (million tons) (by ownership)	3.3/0.6	3.2/0.5	2.53/0.5	2.21/0.34	1.2/0.08
Coal combustion byproducts produced / reused (million tons) (by ownership)	3.4/0.8	3.4/0.7	2.53/0.5	2.31/0.44	1.62/0.4
Percent of coal combustion byproducts reused / recycled (by ownership)	24%	21%	20%	19%	25%
Hazardous waste produced (million lbs) (by ownership)	2.39	3.67	3.56	3.72	11.1
Notices of violation (NOVs)	12	11	15	18	19
Environmental penalties paid	\$447,732	\$404,415	\$175,124	\$485,111	\$168,200
<b>Dominion Energy South Carolina</b>					
Coal ash produced / reused (million tons) (by ownership)	0.42/0.34	0.38/0.4	0.44/0.37	0.43/0.33	0.29/0.23
Coal combustion byproducts produced / reused (million tons) (by ownership)	0.59/0.47	0.53/0.54	0.59/0.51	0.61/0.38	0.4/0.39
Percent of coal combustion byproducts reused / recycled (by ownership)	81%	101%*	86%	62%	98%
Hazardous waste produced (million lbs) (by ownership)	< 0.05	0.015	0.044	0.016	0.005
Notices of violation (NOVs)	2	1	2	0	1
Environmental penalties paid	\$0	\$0	\$3,200	\$0	\$10,000
<b>Combined</b>					
Coal ash produced / reused (million tons) (by ownership)	3.7/0.9	3.5/0.9	2.9/0.8	2.6/0.6	1.5/0.3
Coal combustion byproducts produced / reused (million tons) (by ownership)	3.99/1.27	3.9/1.2	3.1/1.0	2.9/0.78	2.01/0.79
Percent of coal combustion byproducts reused / recycled (by ownership)	32%	31%	32%	27%	39%
Hazardous waste produced (million lbs) (by ownership)	2.39	3.69	3.60	3.74	11.10
Notices of violation (NOVs)	14	12	17	18	20
Environmental penalties paid	\$447,732	\$404,415	\$178,324	\$485,111	\$178,200

\*The amount of CCB material recycled includes material from newly generated CCB, reuse of deposited material, and material from storage unit closures.

# Metrics / Natural Gas Metrics

## WHAT YOU SHOULD KNOW

### Our story in numbers.

## AGA Voluntary Sustainability Metrics: Quantitative Information — DE Gas Utilities

**Disclaimer:** All information below is being provided on a voluntary basis, and as such, companies may elect to include or exclude any of the topics outlined below and customize the template to their specific needs. The decision to include data for historical and future years is at the discretion of each company and the specific years (e.g., historical baseline) should be chosen as appropriate for each company.

<b>Parent Company</b>	Dominion Energy Inc
<b>Operating Company(s)</b>	DEUWI, DEO, DEWV, DESC, DENC
<b>Business Type(s)</b>	Vertically integrated
<b>State(s) of Operation</b>	OH, SC, WV, UT, WY, ID, NC
<b>Regulatory Environment</b>	<i>Regulated and Unregulated</i>
Notes: Data from operating companies is rolled up to the corporate level. *2018 Metrics updated to include DESC and DENC.	
<b>Report Date</b>	TBD

## Natural Gas Distribution

### 1. Methane Emissions and Mitigation from Distribution Mains

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
1.1	Number of Gas Distribution Customers	3,293,641	3,350,610		For all EPA-reported distribution companies.
1.2	Distribution Mains in Service	62,892	64,218	These metrics should include all local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.	For all EPA-reported distribution companies.
1.2.1	Plastic (miles)	30,256	38,495		For all EPA-reported distribution companies.
1.2.2	Cathodically Protected Steel - Bare & Coated (miles)	20,375	20,463		For all EPA-reported distribution companies.
1.2.3	Unprotected Steel - Bare & Coated (miles)	5,437	5,238		For all EPA-reported distribution companies.
1.2.4	Cast Iron / Wrought Iron - without upgrades (miles)	24	22		For all EPA-reported distribution companies.
1.3	Plan/Commitment to Replace / Upgrade Remaining Miles of Distribution Mains (# years to complete)			These metrics should provide the number of years remaining to take out of service, replace or upgrade cathodically unprotected steel mains, and cast iron/ wrought iron mains, consistent with applicable state utility commission authorizations.	For all EPA-reported distribution companies.



## Our Company

### Metrics / Natural Gas Metrics

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
1.3.1	Unprotected Steel (Bare & Coated)	14	24	This metric should be the longest period of all distribution companies.	DEUT and DENC replaced all unprotected steel and cast iron over 10 years ago. DEO has an active pipeline replacement program which is reauthorized at regular intervals during which time adjustments to the program completion schedule may be proposed as deemed appropriate. DEWV has an active pipeline replacement program which was approved for acceleration in October 2019 as a 24 year program.
1.3.2	Cast Iron / Wrought Iron	14	24	This metric should be the longest period of all distribution companies.	DEUT and DENC replaced all unprotected steel and cast iron over 10 years ago. DEO has an active pipeline replacement program which is reauthorized at regular intervals during which time adjustments to the program completion schedule may be proposed as deemed appropriate. DEWV has an active pipeline replacement program which was approved for acceleration in October 2019 as a 24 year program.

## 2. Distribution CO<sub>2</sub>e Fugitive Emissions

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
2.1	CO <sub>2</sub> e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	880,108	868,362	Fugitive methane emissions (not CO <sub>2</sub> combustion emissions) stated as CO <sub>2</sub> e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(C) and (D), 98.236(r)(1)(iv) and (v), and 98.236(r)(2)(v)(A) and (B). This metric should include fugitive methane emissions above the reporting threshold for all natural gas local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.	Reports fugitive methane emissions only - Does not include CO <sub>2</sub> emissions which are reported to EPA.
2.1a	Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	35,204	34,734		Methane emissions from EPA-reported LDCs DEUT, DEWV, DEO, DENC and DESC.
2.2	Natural Gas Throughput from Gas Distribution Operations in thousands of scf	739,988,311	761,575,088	This metric provides gas distribution throughput reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(i) through (iii), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, gas received (column 1) plus the gas withdrawn (column 2) minus the gas injected into storage (column 3). See screenshot of e-GRRT report provided in template instructions.	Throughput from EPA-reported LDCs DEUT, DEWV, DEO, DENC and DESC.
2.3	CO <sub>2</sub> e Fugitive Methane Emissions Rate (metric tons per thousands scf of Throughput)	0.0012	0.0011	(Row 2.1)/(Row 2.2)	
2.3a	Fugitive Methane Emissions Rate (metric tons methane per methane content of the above mscf of Throughput)	0.00026	0.00025	(Row 2.1a divided by density of CH <sub>4</sub> )/(Row 2.2 times 0.95 percent CH <sub>4</sub> in gas)	

## Metrics / Natural Gas Metrics

## Natural Gas Transmission &amp; Storage

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
1.2	Transmission Pipelines, Blow Down Volumes, and Fugitive Emissions				
1.2.1	Total Miles of Transmission Pipeline Operated by gas utility (miles)	N/A	1,008		DEO began reporting to EPA under TPL segment, beginning 2019.
1.2.2	Volume of Transmission Pipeline Blow Down Emissions - outside storage and compression facilities:			As reported to EPA under 40 CFR 98, Subpart W.	
1.2.2.1	Scf of natural gas	N/A	89,040,000		DEO began reporting to EPA under TPL segment, beginning 2019.
1.2.2.3	Metric tons CO <sub>2</sub> e	N/A	38,219		DEO began reporting to EPA under TPL segment, beginning 2019.
1.3	Underground Natural Gas Storage Emissions				
1.3.2	Storage Compressor Station Emissions (metric tons CO <sub>2</sub> e)	5,430	6,643	As reported to EPA under 40 CFR 98, Subpart W.	Total EPA-reported DEO storage station emissions (Chippewa & Robinson) without wellhead emissions. DEO's Chippewa and Robinson facility are the only Dominion Energy storage facilities that are part of a utility and reports to EPA under GHGRP.
1.3.3	Storage Facility Wellhead Component Fugitive Emissions (metric tons of CO <sub>2</sub> e)	1,764	1,762	Utilizing EPA emissions factors, as reported to EPA under Subpart W, 40 CFR 98.236, on the e-GRRT integrated reporting form, "Equipment Leaks Surveys and Population Counts [98.236 (q, r)]" tab.	Total EPA-reported DEO storage station emissions (Chippewa & Robinson) without wellhead emissions. DEO's Chippewa and Robinson facility are the only Dominion Energy storage facilities that are part of a utility and reports to EPA under GHGRP.

2. CO<sub>2</sub>e Emissions for Transmission and Storage Compression

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
2.1	CO <sub>2</sub> e Emissions for Transmission Pipelines (metric tons)	26,649	25,745	CO <sub>2</sub> combustion emissions as reported to EPA under 40 CFR 98, Subpart C and methane emissions stated as CO <sub>2</sub> e as reported under Subpart W.	Total EPA-reported DEO transmission station (Switzerland) emissions including Subpart C. DEO's Switzerland facility is the only Dominion Energy transmission facility that is part of a utility and reports to EPA under GHGRP.
2.2	CO <sub>2</sub> e Emissions for Storage Facilities (metric tons)	45,545	45,593	CO <sub>2</sub> combustion emissions as reported to EPA under 40 CFR 98, Subpart C and methane emissions stated as CO <sub>2</sub> e as reported under Subpart W.	Total EPA-reported DEO storage station (Chippewa and Robinson) emissions including Subpart C. DEO's Chippewa and Robinson facility are the only Dominion Energy storage facilities that are part of a utility and reports to EPA under GHGRP.

## Metrics / Natural Gas Metrics

### 3. Conventional Air Emissions from Transmission and Storage Compression

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
3.1	Emissions reported for all permitted sources (minor or major)			The number of permitted sources for conventional emissions may not be the same number of sources reporting under the EPA GHG reporting rule. Companies may wish to describe which, or how many, sources are included in the conventional pollutants data and whether the CO <sub>2</sub> e data reported includes all of these sources.	
3.1.1	NOx ( metric tons per year)	174	189		From DEO (Chippewa, Robinson, and Switzerland).
3.1.2	VOC (metric tons per year)	52	25		From DEO (Chippewa, Robinson, and Switzerland).

## Natural Gas Gathering & Boosting

### 1. Methane Emissions

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
1.1	Gathering and Boosting Pipelines, Blow Down Volumes, and Emissions				
1.1.1	Total Miles of Gathering Pipeline Operated by gas utility (miles)	844	827		Total EPA-reported DEO gathering and boosting (G&B) facility. DEO's G&B facility is the only Dominion Energy G&B facility that is part of a utility and reports to EPA under GHGRP.
1.1.2	Volume of Gathering Pipeline Blow Down Emissions (scf)	N/A	N/A	This metric is collected to support calculations under EPA 40 CFR 98, Subpart W.	Not reported to EPA.
1.1.4	Gathering Pipeline Blow-Down Emissions outside storage and compression facilities (metric tons CO <sub>2</sub> e)	84	27		Total EPA-reported DEO gathering and boosting (G&B) facility. DEO's G&B facility is the only Dominion Energy G&B facility that is part of a utility and reports to EPA under GHGRP.

### 2. CO<sub>2</sub>e Combustion Emissions for Gathering & Boosting Compression

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
2.1	CO <sub>2</sub> e Emissions for Gathering & Boosting Compression Stations (metric tons)	53,046	38,264	CO <sub>2</sub> combustion emissions as reported to EPA under 40 CFR 98, Subpart C, as directed in Subpart W, 98.232(k). There is no Subpart C for Gathering and Boosting	There is no Subpart C for G&B. Combustion emissions are reported under Subpart W. The value represents DEO G&B emissions reported to EPA under Subpart W.

## Metrics / Natural Gas Metrics

## 3. Conventional Combustion Emissions from Gathering &amp; Boosting Compression

Ref. No.	Metric	Year 2018*	Year 2019	Definitions	Comments
3.1	Emissions reported for all permitted sources (minor or major)			The number of permitted sources for conventional emissions may not be the same number of sources reporting under the EPA GHG reporting rule. Companies may wish to describe which, or how many, sources are included in the conventional pollutants data and whether the CO <sub>2</sub> e data reported includes all of these sources.	
3.1.1	NOx ( metric tons per year)	181	212		Emissions reported to the state of Ohio for the following DEO G&B stations: Austintown, Cambridge, and Pike. DEO's G&B facility is the only Dominion Energy G&B facility that is part of a utility and reports to EPA under GHGRP.
3.1.2	VOC (metric tons per year)	18	26		Emissions reported to the state of Ohio for the following DEO G&B stations: Austintown, Cambridge, and Pike. DEO's G&B facility is the only Dominion Energy G&B facility that is part of a utility and reports to EPA under GHGRP.

## Dominion Energy Utility and Non-Utility T&amp;S Voluntary Sustainability Metrics: Quantitative Information

Disclaimer: All information below is being provided on a voluntary basis, and as such, companies may elect to include or exclude any of the topics outlined below and customize the template to their specific needs. The decision to include data for historical and future years is at the discretion of each company and the specific years (e.g., historical baseline) should be chosen as appropriate for each company.

<b>Parent Company</b>	Dominion Energy Inc (Transmission and Storage)
<b>Operating Company(s)</b>	DETI, DECG, DEQP, DEO
<b>Business Type(s)</b>	Vertically integrated
<b>State(s) of Operation</b>	VA, PA, WV, OH, MD, NY, SC, UT, WY, CO
<b>Regulatory Environment</b>	<i>Unregulated</i>
Note: Data from operating companies is rolled up to the corporate level.	
<b>Report Date</b>	TBD

## Methane Emissions from Natural Gas Transmission & Storage

### 1. Transmission Pipelines Blow-downs (between compressor stations)

Ref. No.	Metric	Year 2018	Year 2019	Definitions	Comments
1.1	Transmission Pipeline Miles Represented in EPA Subpart W Transmission Pipeline Blowdown Reports	6,056	7,049	As reported to EPA under 40 CFR 98, Subpart W.	DETI, DEQP and DEO are the only companies that triggered the TPL segment for GHGRP reporting under Subpart W in 2019. DEO began reporting to EPA under TPL segment beginning in 2019.
1.2	Transmission Pipeline Blowdowns (metric tons CH <sub>4</sub> )	7,741	4,821	As reported to EPA under 40 CFR 98, Subpart W.	DETI, DEQP and DEO are the only companies that triggered the TPL segment for GHGRP reporting under Subpart W in 2019. DEO began reporting to EPA under TPL segment beginning in 2019.
1.3	Transmission Pipeline Natural Gas Throughput (mscf)	3,792,462,665	4,241,339,274	As reported to EPA under 40 CFR 98, Subpart W, Quantity of natural gas received at all custody transfer stations in the calendar year (mscf) plus net storage withdrawals.	Data reported consistent with Form EIA-176. DETI, DEQP and DEO are the only companies that triggered the TPL segment for GHGRP reporting under Subpart W in 2019. DEO began reporting to EPA under TPL segment beginning in 2019.
1.4	Methane Intensity of Blowdowns along Transmission Pipelines (between compressor stations)	0.0001	0.0001	(Row 1.2 divided by density of CH <sub>4</sub> )/(Row 1.3 times 0.95 percent CH <sub>4</sub> in gas)	

### 2. Transmission & Storage Compressor Stations

Ref. No.	Metric	Year 2018	Year 2019	Definitions	Comments
2.1	Number of Stations represented in EPA Subpart W T&S Reports	31	32	As reported to EPA under 40 CFR 98, Subpart W, counting each station separately, even if reporting with another station as a co-located facility.	24 Transmission Stations, 8 Storage, from DETI, DECG, DEO, and DEQP
2.2	Transmission & Storage Compressor Station Emissions (metric tons CH <sub>4</sub> )	5,913	4,074	As reported to EPA under 40 CFR 98, Subpart W, CH <sub>4</sub> only.	Total EPA-reported DETI, DECG, DEQP and DEO T&S station CH <sub>4</sub> emissions.
2.2a	Storage Pool Wellhead Component Fugitive Emissions (metric tons CH <sub>4</sub> )	282	277	Utilizing EPA emissions factors, as reported to EPA under Subpart W, 40 CFR 98.236, on the e-GRRT integrated reporting form, "Equipment Leaks Surveys and Population Counts [98.236 (q, r)]" tab.	Total EPA-reported DETI, DEQP, and DEO storage station wellhead CH <sub>4</sub> emissions.
2.3	Transmission and Storage Station Combined Natural Gas Throughput (mscf)	2,526,550,111	2,853,882,644	As reported to EPA under 40 CFR 98, Subpart W, Quantity of natural gas received at all custody transfer stations in the calendar year (mscf).	
2.4	Methane Intensity from T&S Compressor Stations	0.0001	0.0001	(Row 2.2 divided by density of CH <sub>4</sub> )/(Row 2.3 times 0.95 percent CH <sub>4</sub> in gas)	

## Dominion Energy Utility and Non-Utility Gathering Voluntary Sustainability Metrics: Quantitative Information

**Disclaimer:** All information below is being provided on a voluntary basis, and as such, companies may elect to include or exclude any of the topics outlined below and customize the template to their specific needs. The decision to include data for historical and future years is at the discretion of each company and the specific years (e.g., historical baseline) should be chosen as appropriate for each company.

<b>Parent Company</b>	Dominion Energy Inc (Gathering & Boosting)
<b>Operating Company(s)</b>	DETI, DEO, DEWexpro
<b>Business Type(s)</b>	Vertically integrated
<b>State(s) of Operation</b>	PA, WV, OH, UT, WY, CO
<b>Regulatory Environment</b>	<i>Unregulated</i>
Note: Data from operating companies is rolled up to the corporate level.	
<b>Report Date</b>	TBD

## Methane Emissions from Natural Gas Gathering & Boosting

### 1. Gathering and Boosting Basin Emissions

Ref. No.	Metric	Year 2018	Year 2019	Definitions	Comments
1.1	Gathering Pipeline Miles represented in EPA Subpart W G&B Reports	4,047	2,968	As reported to EPA under 40 CFR 98, Subpart W.	For EPA-reported G&B basins reported under DETI, DEO, and DEWexpro.
1.2	Number of geologic basin represented in EPA Subpart W G&B Reports	3	3	As reported to EPA under 40 CFR 98, Subpart W.	Green River Basin (535), Appalachian Basin (160), and Appalachian Basin (Eastern Overthrust) (160A).
1.3	Gathering and Boosting Emissions (metric tons CH <sub>4</sub> )	4,206	3,093	As reported to EPA under 40 CFR 98, Subpart W, CH <sub>4</sub> only.	For EPA-reported G&B basins reported under DETI, DEO, and DEWexpro.
1.4	Throughput of Natural Gas through Gathering & Boosting	255,044,846	141,136,482	Gas received by G&B facilities, as reported to EPA under 40 CFR 98, Subpart W.	For EPA-reported G&B basins reported under DETI, DEO, and DEWexpro.
1.5	Methane Intensity of Gathering & Boosting	0.0009	0.0012	(Row 1.3 divided by density of CH <sub>4</sub> ) / (Row 1.4 times 0.95 percent CH <sub>4</sub> in gas)	



## Metrics / Social and Workforce Metrics

### WHAT YOU SHOULD KNOW

#### Our story in numbers.

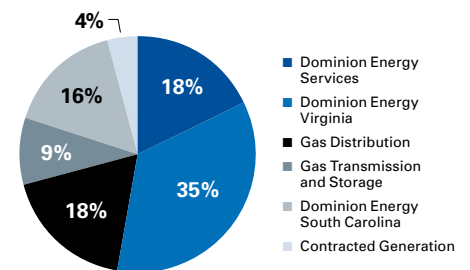
#### Workforce Metrics

YEAR	2015	2016	2017	2018	2019
Total Number of Employees	14,670	14,579	16,200	16,014	19,263

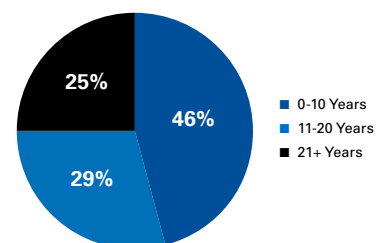
YEAR	2018	2019*
Temporary workers as a percentage of workforce	0.2%	0.4%
Women as a percentage of workforce		21%
Minorities as a percentage of workforce		19%
Women as a percentage of management		17%
Minorities as a percentage of management		13%

\*As of 12/31/2019

Breakdown of employees by Dominion Energy business unit



Breakdown of employees by Dominion Energy tenure



## Metrics / Social and Workforce Metrics

### Employee Safety Metrics

YEAR	2015	2016	2017	2018	2019
OSHA Recordable Incident Rate	0.74	0.66	0.60	0.55	0.62
Lost Days / Restricted Duty Rate	0.42	0.34	0.29	0.27	0.28
Work-related Fatalities	0	0	0	0	1

### Customer Metrics

YEAR	2015	2016	2017	2018	2019
Retail Electric Customer Count (at end of year)	2,525,460	2,550,017	2,574,679	2,614,240	3,382,244
Commercial	272,359	273,813	275,136	277,678	376,816
Industrial	663	654	648	642	1,418
Residential	2,252,438	2,275,550	2,298,895	2,335,920	2,999,335
Other Retail					4,671
Wholesale					4
Average Gas Distribution Customer Accounts	1,297,000	2,305,000	2,326,000	2,366,627	3,352,371

### Governance Metrics

YEAR	2015	2016	2017	2018	2019*
Board of Directors					
Total Number on Board of Directors/Trustees	10	11	12	12	13
Total Women on Board of Directors/Trustees	2	2	3	3	3
Total Minorities on Board of Directors/Trustees	1	1	1	1	2

\*As of 12/31/2019

**Other Employee Information**

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**Workforce Information**

- The vast majority of Dominion Energy's employees are full time.
  - Roughly 0.36 percent of the total Dominion Energy workforce is made up of temporary employees.
  - Dominion Energy used subcontracted workers throughout 2019 to assist during outages and also provide supplemental staffing support.
  - The company employs a variety of people with education up to the Ph.D. level.
- 

**Dominion Energy's compensation and benefits philosophy**

- Dominion Energy's compensation philosophy is designed to reward employees for their contributions toward achieving the company's objectives. The foundation of the compensation program is to provide fair and equitable pay that is externally competitive, internally aligned, compliant and supports the successful achievement of our business strategy by attracting, retaining and engaging employees.
  - Dominion Energy's benefits philosophy is to provide a fair, equitable and market competitive total benefits package. Our benefit programs are designed to offer choice in acknowledgement of our diverse demographic workforce as well as to support our employees' physical and financial well-being. We review our benefits strategy annually to ensure we evolve in response to marketplace changes and employee preferences.
- 

**Alignment of CEO pay**

- Consistent with our objective to reward strong performance based on achievement of short-term and long-term goals, a significant portion of compensation for our CEO and other executives is tied to the achievement of performance goals or is stock based. Approximately 90 percent of Mr. Farrell's targeted 2019 total direct compensation was performance-based. This compares to a significantly lower percentage of total variable pay for our non-officer employees. The exact percentage of variable pay under the company's annual incentive plan (AIP) for non-officer employees varies by job title, and payout under AIP is contingent on achieving certain diversity, environmental and sustainability, operational and safety goals.
-

Delivering Clean, Reliable, Affordable Energy

## We're investing heavily in renewable and carbon-free energy.

And we're ramping up storage so we can cut our net carbon and methane emissions to zero by 2050.



**Largest Wind Farm**  
offshore in the Americas

**3rd**

**Largest**  
solar portfolio



**Carbon-Beneficial**  
renewable gas  
partnerships



**Lowering**  
methane emissions

Protecting The Environment

## You want to protect the natural world. So do we.

We're developing new and better ways to do so.



**57%**

**REDUCTION**  
in carbon emissions

**25%**

**CUT**  
in methane emissions



**41+ Million**  
pounds of material  
recycled in three years



**New Standards**  
to protect birds, bats  
and other wildlife

## Serving Customers and Communities

# We're stronger when we help one another.

In 2019, Dominion Energy contributed \$48.5 million to social betterment through energy assistance, grants to cultural and educational organizations, matching gifts, and sponsorships.



**\$5**

### MILLION

contributed to social justice and community rebuilding

**\$757**

### MILLION

spent with diverse suppliers



### Cooperation

with communities



### Consultation

with a wide array of stakeholders

## Empowering Our People

# We like to hire people with great potential — then help them live up to it.



### Up to \$7,500

in educational assistance (annual amount per non-union employee)



### Increasing Diversity

in the workforce



### Career Counseling

and coaching



### Emerging-Leader Program

for those seeking advancement