



Powering Your Every Day.™

Sustainability Update Materials

November 2024



Important note for investors

This presentation contains certain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 regarding Dominion Energy. The statements relate to, among other things, expectations, estimates and projections concerning the business and operations of Dominion Energy. We have used the words “path”, “anticipate”, “believe”, “could”, “estimate”, “expect”, “intend”, “may”, “plan”, “outlook”, “predict”, “project”, “should”, “strategy”, “target”, “will”, “potential” and similar terms and phrases to identify forward-looking statements in this presentation. Such forward-looking statements, including operating earnings per share information and guidance, projected dividends, projected debt and equity issuances, projected cash flow, capital expenditures, operating expenses and debt information, shareholder return, and long-term growth or value, are subject to various risks and uncertainties. As outlined in our SEC filings, factors that could cause actual results to differ include, but are not limited to: the direct and indirect impacts of implementing recommendations from the business review concluded in March 2024; unusual weather conditions and their effect on energy sales to customers and energy commodity prices; extreme weather events and other natural disasters; extraordinary external events, such as the pandemic health event resulting from COVID-19; federal, state and local legislative and regulatory developments; changes to regulated rates collected by Dominion Energy; risks associated with entities in which Dominion Energy shares ownership with third parties, such as a 50% noncontrolling interest in the Coastal Virginia Offshore Wind (CVOW) Commercial Project, 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; timing and receipt of regulatory approvals necessary for planned construction or expansion projects and compliance with conditions associated with such regulatory approvals; the inability to complete planned construction projects within time frames initially anticipated; risks and uncertainties that may impact the ability to construct the CVOW Commercial Project within the currently proposed timeline, or at all, and consistent with current cost estimates along with the ability to recover such costs from customers; risks and uncertainties associated with the timely receipt of future capital contributions, including optional capital contributions, if any, from the noncontrolling financing partner associated with the construction of the CVOW Commercial Project; changes to federal, state and local environmental laws and regulations, including those related to climate change; cost of environmental strategy and compliance, including cost related to climate change; changes in implementation and enforcement practices of regulators relating to environmental standards and litigation exposure for remedial activities; changes in operating, maintenance and construction costs; the availability of nuclear fuel, natural gas, purchased power or other materials utilized by Dominion Energy to provide electric generation, transmission and distribution and/or gas distribution services; additional competition in Dominion Energy’s industries; changes in demand for Dominion Energy’s services; risks and uncertainties associated with increased energy demand or significant accelerated growth in demand due to new data centers, including the concentration of data centers primarily in Loudoun County, Virginia and the ability to obtain regulatory approvals, environmental and other permits to construct new facilities in a timely manner; the technological and economic feasibility of large-scale battery storage, carbon capture and storage, small modular reactors, hydrogen and/or other clean energy technologies; receipt of approvals for, and timing of, closing dates for acquisitions and divestitures; impacts of acquisitions, divestitures, transfers of assets by Dominion Energy to joint ventures, and retirements of assets based on asset portfolio reviews; adverse outcomes in litigation matters or regulatory proceedings; fluctuations in interest rates; the effectiveness to which existing economic hedging instruments mitigate fluctuations in currency exchange rates of the Euro and Danish Krone associated with certain fixed price contracts for the major offshore construction and equipment components of the CVOW Commercial Project; changes in rating agency requirements or credit ratings and their effect on availability and cost of capital; and capital market conditions, including the availability of credit and the ability to obtain financing on reasonable terms. Other risk factors are detailed from time to time in Dominion Energy’s quarterly reports on Form 10-Q and most recent annual report on Form 10-K filed with the U.S. Securities and Exchange Commission.

The information in this presentation was prepared as of November 4, 2024. Dominion Energy undertakes no obligation to update any forward-looking information statement to reflect developments after the statement is made. Projections or forecasts shown in this document are based on the assumptions listed in this document and are subject to change at any time.

This presentation shall not constitute an offer to sell or the solicitation of an offer to buy securities. Any offers to sell or solicitations of offers to buy securities will be made in accordance with the requirements of the Securities Act of 1933, as amended. This presentation has been prepared primarily for security analysts and investors in the hope that it will serve as a convenient and useful reference document. The format of this document may change in the future as we continue to try to meet the needs of security analysts and investors. This document is not intended for use in connection with any sale, offer to sell or solicitation of any offer to buy securities. This presentation includes certain financial measures that have not been prepared in accordance with U.S. generally accepted accounting principles (GAAP). In providing projections, estimates or guidance of operating earnings per share guidance (non-GAAP) and FFO to debt (non-GAAP), the company notes that there could be differences between such non-GAAP financial measures and the GAAP equivalents of reported net income per share and reported net cash provided by operating activities to reported long-term debt, short-term debt, supplement credit facility borrowings and securities due within one year, respectively. Reconciliations of such non-GAAP measures to their GAAP equivalents are not provided, because the company cannot, without unreasonable effort, estimate or predict with certainty various components of net income, net cash provided by operating activities, long-term debt, short-term debt, supplemental credit facility borrowings or securities due within one year.

Please continue to regularly check Dominion Energy’s website at www.dominionenergy.com/investors.

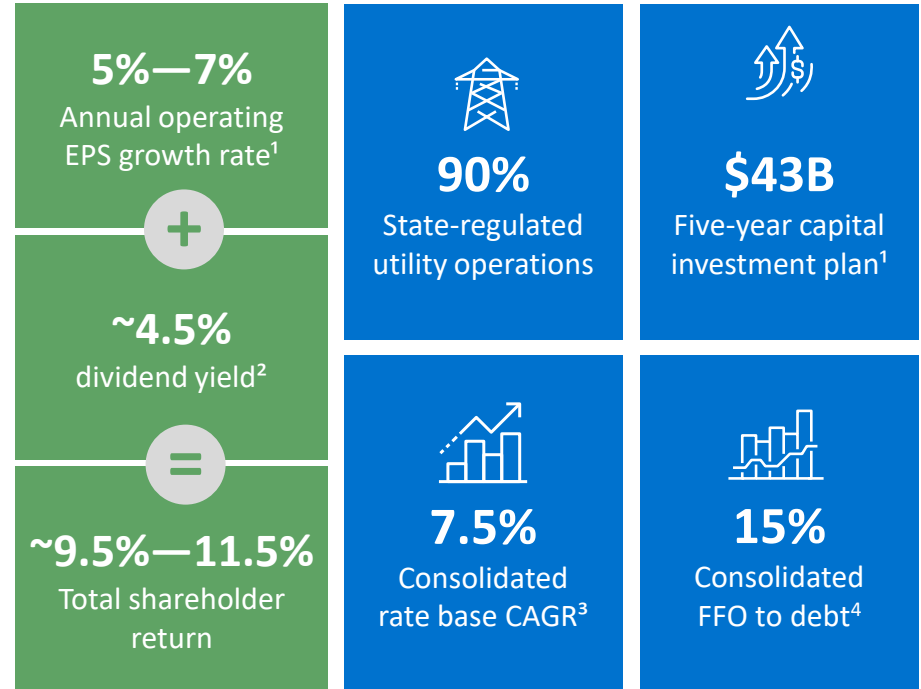
The business review has delivered a comprehensively positive result

Repositioned to provide compelling long-term value for shareholders, customers & employees

Strategic and financial profile

- **Simple strategy: Operate exceptional utilities in the Southeast U.S.**
 - Reliable and affordable service
 - Stable and constructive regulatory frameworks
 - Attractive resiliency, sustainability, and demand growth drivers
- **Compelling financial profile: Durable and high-quality growth**
 - Secure dividend + attractive dividend yield
 - Robust and sustainable credit profile
 - Attractive rate base growth
 - O&M discipline
 - Enhanced disclosure and transparency

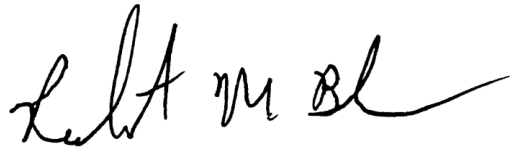
Strategic and financial metrics



Dominion Energy

Letter from the Chair¹

“Sustainability is at the core of Dominion Energy’s mission of providing the reliable, affordable, and increasingly clean energy that powers our customers every day. Our company’s core values — Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy (our term for teamwork) — inform our dedication to sustainability.”



Robert M. Blue
Chair, President, and Chief Executive Officer
September 24, 2024



Dominion Energy

Sustainability highlights

| Reliability | Affordability ¹ | Increasingly clean | Communities and people ² | Governance |
|--|---|---|---|--|
| DEV and DESC customers had power 99.98% of the time in 2023 | DEV rates are 14% below the national average DESC rates are 11% below the national average | 53% reduction in Scope 1 carbon emissions from electric operations since 2005 ¹ 80% of 5-year capital plan is in zero-carbon generation and wires | 0.45 OSHA recordable incident rate \$46.7M contributed to social betterment 37.7% diverse workforce \$1.43B diverse supplier spend | Continued best practice of Board and committee refreshment 95.7 2024 CPA-Zicklin Index “Trendsetter” |

Our mission is to deliver the reliable, affordable, and increasingly clean energy that powers our customers every day



Dominion Energy

Sustainability reporting

| Topic | Overview | Latest published & link |
|---|--|---|
| Sustainability and Corporate Responsibility | <ul style="list-style-type: none"> ▪ “Flagship” sustainability disclosure with detailed reporting on sustainability strategy including governance, performance, comprehensive methane and carbon metrics, and focus areas; maps to GRI, SASB, UNSDG ▪ Includes EEI and AGA templates with key GHG emissions and portfolio metrics | 2023 SCR Report |
| Diversity & Inclusion (D&I) | <ul style="list-style-type: none"> ▪ Within the SCR Report, voluntary D&I reporting highlighting progress and initiatives towards building a more diverse and inclusive workforce ▪ Includes EEO-1 demographic workforce data | 2023 workforce metrics 2023 EEO-1 data |
| CDP | <ul style="list-style-type: none"> ▪ Responses report into the world’s largest environmental dataset for climate information | 2023 Climate CDP 2023 Water CDP |
| Integrated Resource Plans (IRP) | <ul style="list-style-type: none"> ▪ State-regulated utility filings disclose long-term system planning details | 2024 VA IRP 2024 SC IRP |
| Sustainability website | <ul style="list-style-type: none"> ▪ Comprehensive repository of sustainability reporting including: <ul style="list-style-type: none"> — EEI and AGA templates and GHG inventory assurance — Selected policies including Human Rights, Env. Justice, and Supplier Code of Ethics — A link to the leadership and governance website | Sustainability website |

Governance

Board of Directors

Recent updates

- **December 2023: Added two new independent directors, Vanessa Allen Sutherland and Paul M. Dabbar**
- **May 2024: New independent Lead Director, Susan Story, former CEO of American Water**
- **June 2024: Refreshed Board committee structure**
 - Board conducted a holistic review of committees' responsibilities considering current governance trends, best practices, and evolving regulatory requirements
 - Committees include¹:

Audit

Compensation
and Talent
Development

Finance

Nominating,
Governance, and
Sustainability

Safety,
Technology,
Nuclear, and
Operations

- Several Board members rotated to different committees to provide fresh perspectives, align their expertise with the adjusted committee responsibilities, and balance time commitments among the directors

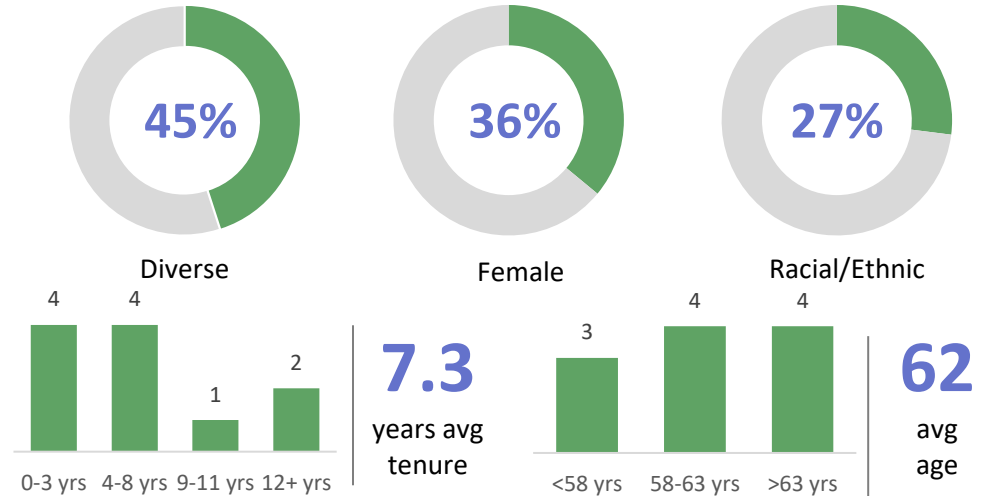
Governance

Board of Directors

Board expertise (% of directors)



Diversity, tenure & age



Best practices

- ✓ **Independent:** 10 of 11 directors (incl. lead) and 100% of Committee members
- ✓ **Performance Assessments:** Annually at Board and Committee level
- ✓ **Ownership:** Robust director and executive share ownership guidelines
- ✓ **Annual Election of Directors:** Majority vote standard
- ✓ **Refreshed Committee Structure:** Adopted in 2024, following a holistic review
- ✓ **Refreshment:** Six new directors added since 2019
- ✓ **Proxy Access:** Adopted in 2015
- ✓ **Say on Pay:** Annual advisory vote
- ✓ **Right to call special meeting:** 15% threshold

Governance

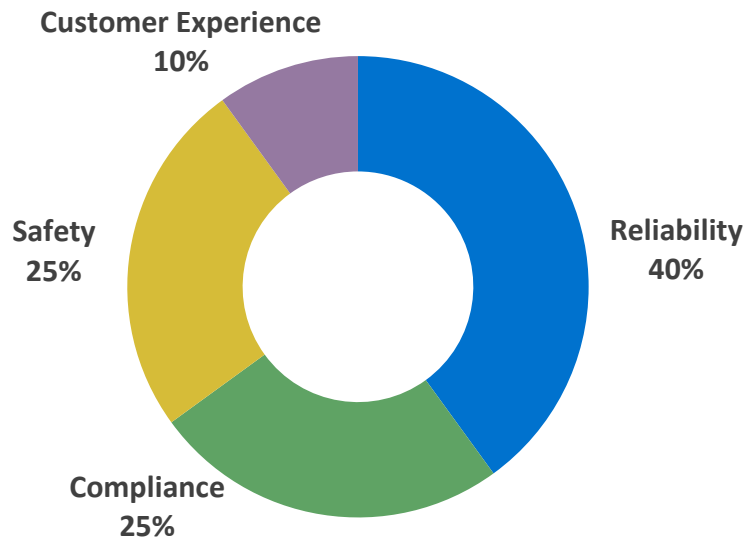
Responding to shareholder feedback: recent updates to executive compensation

| What we heard | How we responded |
|--|--|
| Support for alignment between CEO pay and financial performance | <ul style="list-style-type: none">▪ Since 2023, 100% of CEO Long-Term Incentive Program (LTIP) is performance based▪ For 2023, 94% of CEO LTIP payout was based on TSR, with a 65th percentile target payout▪ For 2024, 65% of CEO LTIP payout is based on TSR, with a 65th percentile target payout▪ Eliminated opportunity for CEO to earn a portion of LTIP payout based on relative P/E ratio▪ At CEO's request, the CTD Committee exercised negative discretion for his 2021 performance grant payout, lowering payout to \$0, despite goal achievement of 51.2% |
| Mix between equity and performance awards in Long-Term Incentive Program (LTIP) | <ul style="list-style-type: none">▪ For 2024, cash performance grant for officers replaced with performance share units, to further align compensation with shareholder outcomes▪ For 2024, LTIP grant for officers attributable to restricted stock has been reduced from 40% to 30%, with 70% attributable to the new PSU grant▪ Our CEO received a performance share award in lieu of the restricted stock portion of his 2024 LTIP |
| Use of the LTIP P/E ratio modifier | <ul style="list-style-type: none">▪ The ability to earn any payout based on our relative P/E ratio modifier was eliminated from the CEO's 2023 LTIP and has been eliminated for all officers starting with the 2024 LTIP |

Governance

Accountability driven by aligned incentives focusing on business strategy

Short-term incentive scoring criteria



All employees share four common goal categories and funding level is based on consolidated operating EPS

Robust stock-ownership requirements for officers

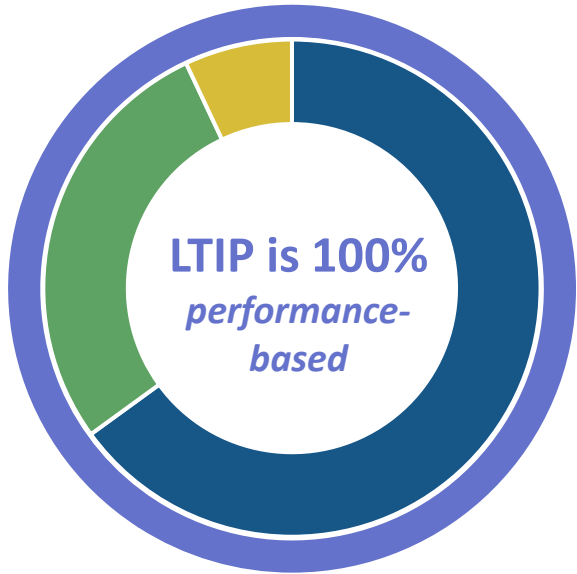
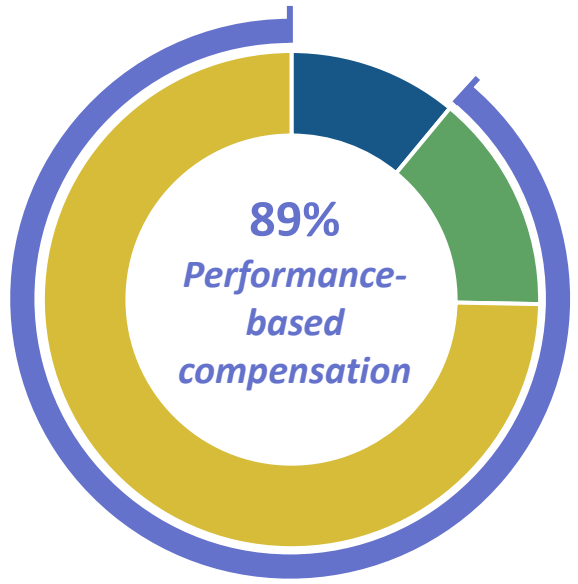
- We believe that continuing to focus incentive goals on our business strategy will result in higher long-term returns (including stock price performance) for shareholders
- Thus, **higher than sector average officer stock ownership** requirements create alignment between management financial interests and successful execution of our business strategy
- Require significant stock ownership, including 6x base salary for our CEO, 4x base salary for our Executive Vice Presidents and 3x base salary for our other Named Executive Officers

Governance

Pay for performance, placing a substantial portion of CEO compensation at risk

CEO target direct compensation mix (2024)

CEO long-term incentive compensation (2024)



■ 11% Salary ■ 14% Annual Incentive ■ 75% Long-Term Incentive

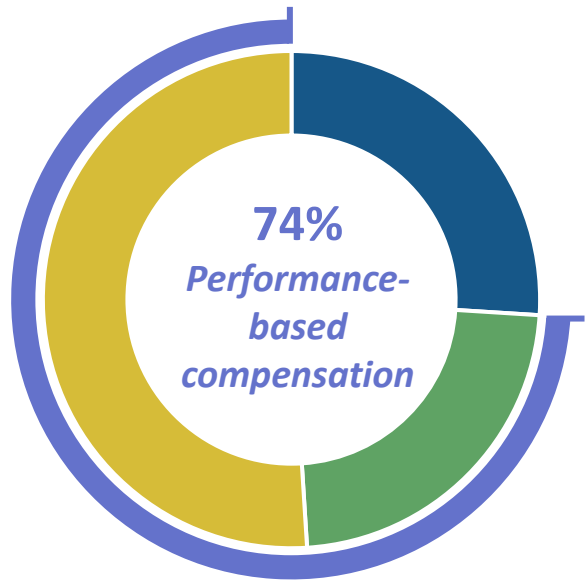
■ 65% TSR ■ 28% EPS ■ 7% Non-Carbon Emitting Generating Capacity

Governance

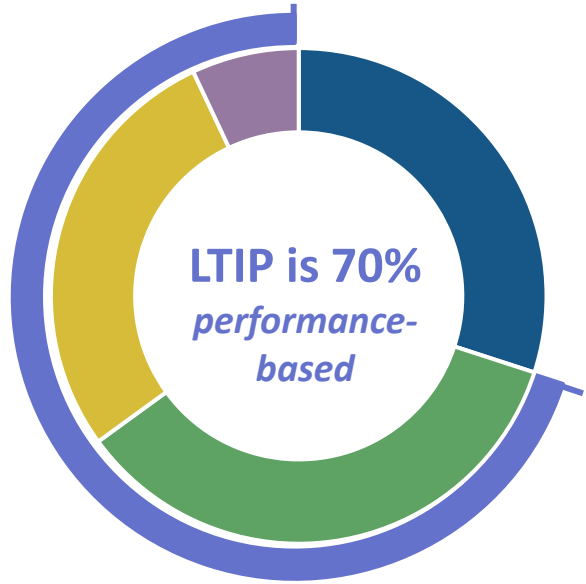
Pay for performance, placing a substantial portion of NEO¹ compensation at risk

NEO target direct compensation mix (2024)

NEO long-term incentive compensation (2024)



■ 26% Salary ■ 23% Annual Incentive ■ 51% Long-Term Incentive



■ 30% Restricted Stock
■ 35% TSR
■ 28% EPS
■ 7% Non-Carbon Emitting Generation Capacity

Political participation and contributions

Participation

- Actively participate at local, state and national levels
- Contribute to activities affecting our business and customers **consistent with our corporate values and strategies**
- Abide by the letter and spirit of the law

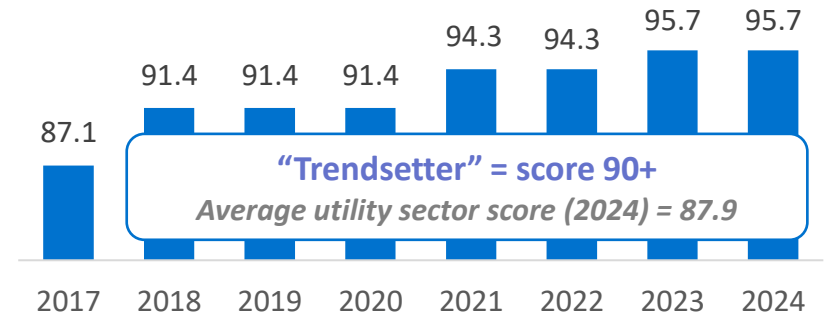
Oversight and alignment

- Formal guidelines** govern lobbying decision-making process
- Annual management report to Board** on the company's political and lobbying activities, expenditures, and policies
- Lobbying and political contributions policy posted on website
- Oversight by Nominating, Governance and Sustainability Committee
- Pre and post donation vetting**
- Published **report on trade association alignment**

Transparency

- Voluntarily report** political and lobbying contributions on our [website](#) including:
 - 527 tax-exempt political organizations
 - 501(c)(4) tax-exempt organizations appearing to use funds for political purposes
 - Trade associations for amounts \$50K+¹
 - 501(c)(3) tax-exempt organizations for amounts \$50K+²
 - Report all political contributions by PACs monthly

CPA-Zicklin Index Scores



Awards¹

Forbes

*Since 2022
America's Best
Employers for
Women*

Forbes

*2023
America's Best
Large Employers*

Forbes

*2023
Best Employers
in Virginia and
South Carolina*

Newsweek

*Since 2023
America's Most
Responsible
Companies*

Power Magazine

*2023
Water Award*

Military Times

*Since 2010
Best for Vets:
Employers*

U.S. Veterans Magazine

*Since 2012
"Best of the
Best"*

White House Initiative on HBCU²

*2024 Private
Partnership
Award*

Escalent

*2023
Most Trusted
Utility Brands*

Disability Equality Index

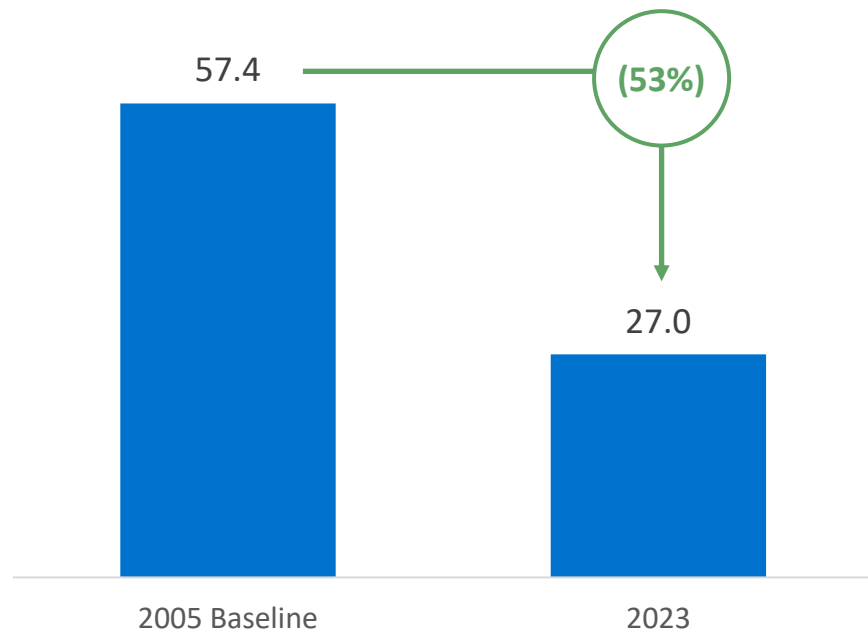
*Since 2020
Best Place to Work
for Disability
Inclusion*

Increasingly clean

Emissions reductions progress

Scope 1 carbon emissions from power generation

CO2 emissions MMT (million metric tons)



Continued reduction in Scope 1 carbon emissions from power generation in 2023 was driven by an increase in renewable generation and a decrease in coal-fired generation:

- Added 200 MW of solar to the system in 2023
- ~12,000 MW of renewable generation in service or in development as of early 2024
- With expected completion in 2026, the Coastal Virginia Offshore Wind commercial project's 176 turbines will have a capacity of up to 2,600 MW
- Retired ~1,000 MW of coal-fired power generation at Chesterfield in 2023

Increasingly clean GHG emissions reporting

Annual corporate GHG inventory

- Comprehensive annual corporate inventory of greenhouse gas emissions
 - Includes sources beyond those required to be reported to the EPA
 - Emissions are calculated consistent with GHG Protocol, EPA Part 98, and industry specific protocols
- Scope 1, 2, and 3 emissions have been **independently verified by a global assurance provider**¹
 - Reasonable assurance Scope 1 and 2
 - Limited assurance Scope 3
- Annual GHG emissions are disclosed publicly via various external reports, including:
 - CDP
 - EEI and AGA templates
 - SCR Report
 - Annual Report on Form 10-K



Increasingly clean

Net Zero commitments: Enterprise-wide Net Zero (NZ) Scope 1, 2, and 3 by 2050¹

| | Scope 1: Direct 51% of 2023 NZ inventory | Scopes 2 and 3: Upstream and downstream indirect 49% of 2023 NZ inventory |
|-------------------|---|--|
| Description | <ul style="list-style-type: none">Owned power generationFugitive natural gas emissions from compression, venting and leaksFuels from vehicle use | <ul style="list-style-type: none">Purchased power and fuel for power generationNatural gas purchased to serve our customersFacility use of electric powerCustomer use of natural gas, including residential heating, cooking, commercial and manufacturingElectric T&D line loss |
| Select strategies | <ul style="list-style-type: none">✓ Clean energy diversity – investing in solar, wind, zero-carbon nuclear, and renewable-enabling storage✓ Innovation – large-scale battery storage, hydrogen and advanced nuclear technology✓ Infrastructure modernization✓ Conservation and energy efficiency | <ul style="list-style-type: none">✓ Clean energy diversity – cleaner generation mix reduces fossil fuel for power generation✓ Supplier engagement✓ Among other outcomes from the comprehensive business review, exited all regulated gas distribution operations, except for those at DESC |

Increasingly clean

2024 DEV and DESC Integrated Resource Plans

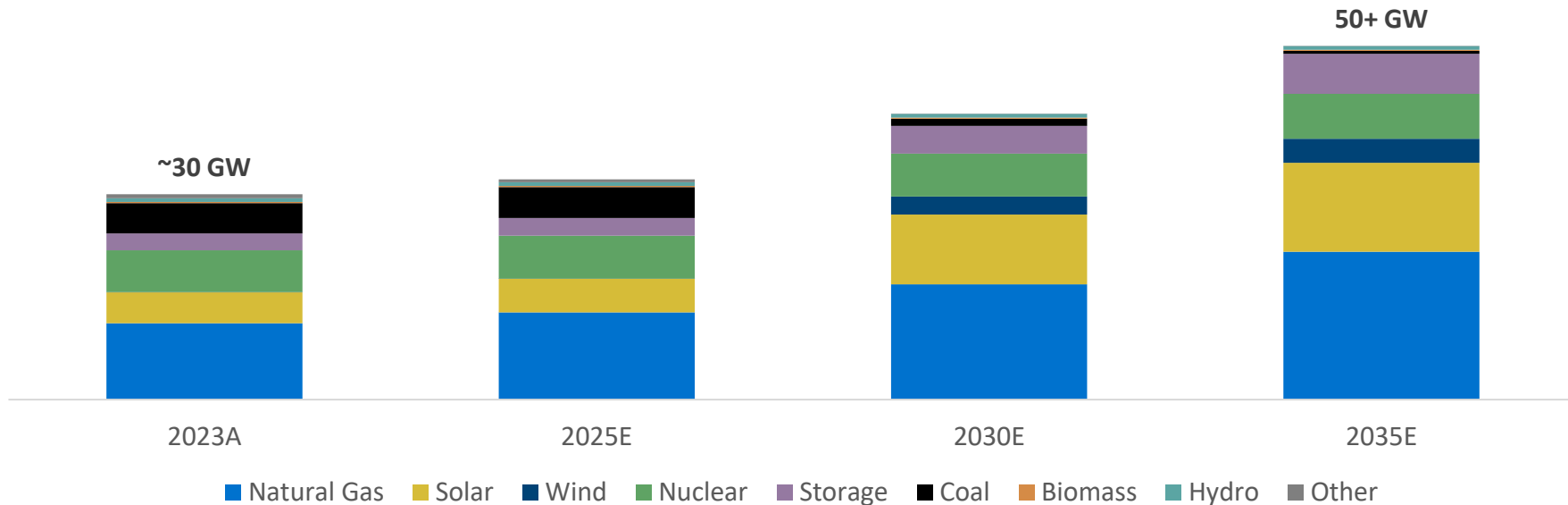
Recent updates

- **October 2024: Dominion Energy Virginia filed its [2024 Integrated Resource Plan](#)**
 - The need for additional in-state resources to generate, transmit, and distribute power reliably is acute — demand is forecasted to increase 5.5% annually over the next decade and double by 2039 in Dominion Energy’s delivery zone within PJM
 - Nearly 80% of the plan’s incremental power generation over the next 15 years is carbon-free
 - About 20% of the plan’s incremental power generation will come from natural gas to facilitate the transition to clean energy by reliably generating power when customers need it the most
- **March 2024: Dominion Energy South Carolina filed its [2024 Integrated Resource Plan](#)**
 - Evaluated 12 build plans, each of which expand solar and battery resources, while adding the generation resources needed to ensure reliability
- *Note: IRPs are not a request to build any specific project, but rather long-term planning documents based on a snapshot in time of current technology, market information, and projections. IRPs are informational filings and do not provide approval or disapproval for any specific capital project and do not reflect a fixed decision to pursue any specific action.*

Increasingly clean

2024 DEV and DESC Integrated Resource Plans

An “all of the above” approach to generation: total owned generation fleet plus PPAs (GW)

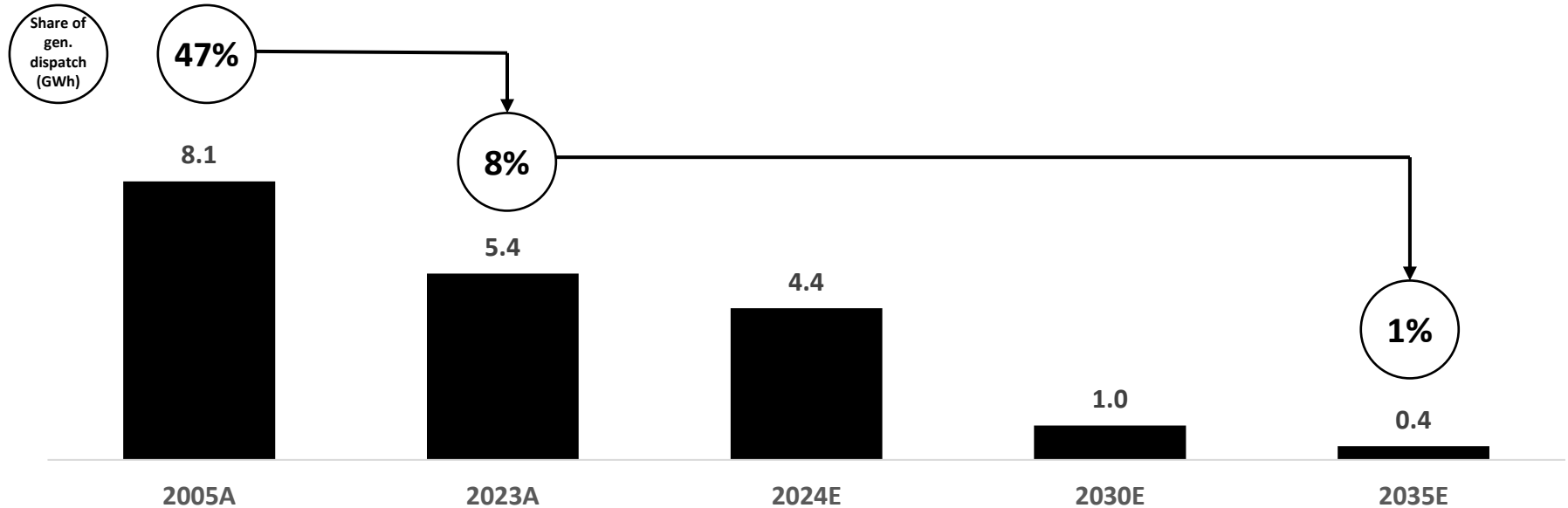


3x more renewable and storage capacity between 2023 and 2035, growing at a 10% CAGR

Increasingly clean

2024 DEV and DESC Integrated Resource Plans

Coal capacity (GW)

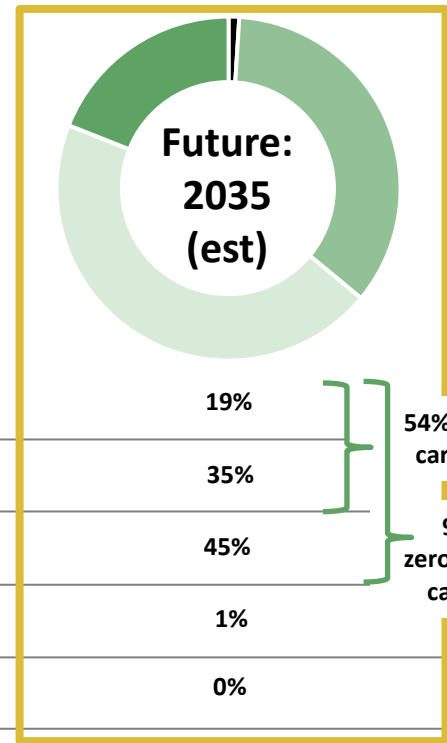
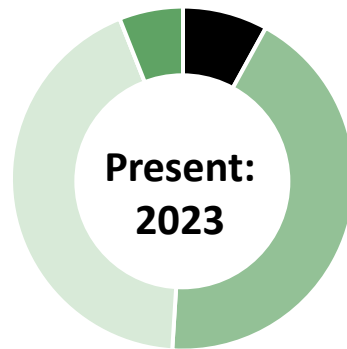
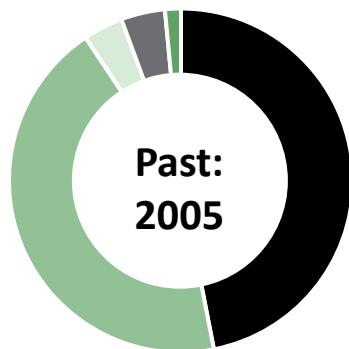


In the 2024 SC IRP, DESC modeled the retirement of coal-only stations by the end of 2030
In the 2024 VA IRP, DEV coal capacity beyond 2030 is modeled as converting to gas to comply with EPA regulation¹

Increasingly clean

2024 DEV and DESC Integrated Resource Plans

Total owned generation mix by fuel type for DEV, DESC, and Contracted Energy

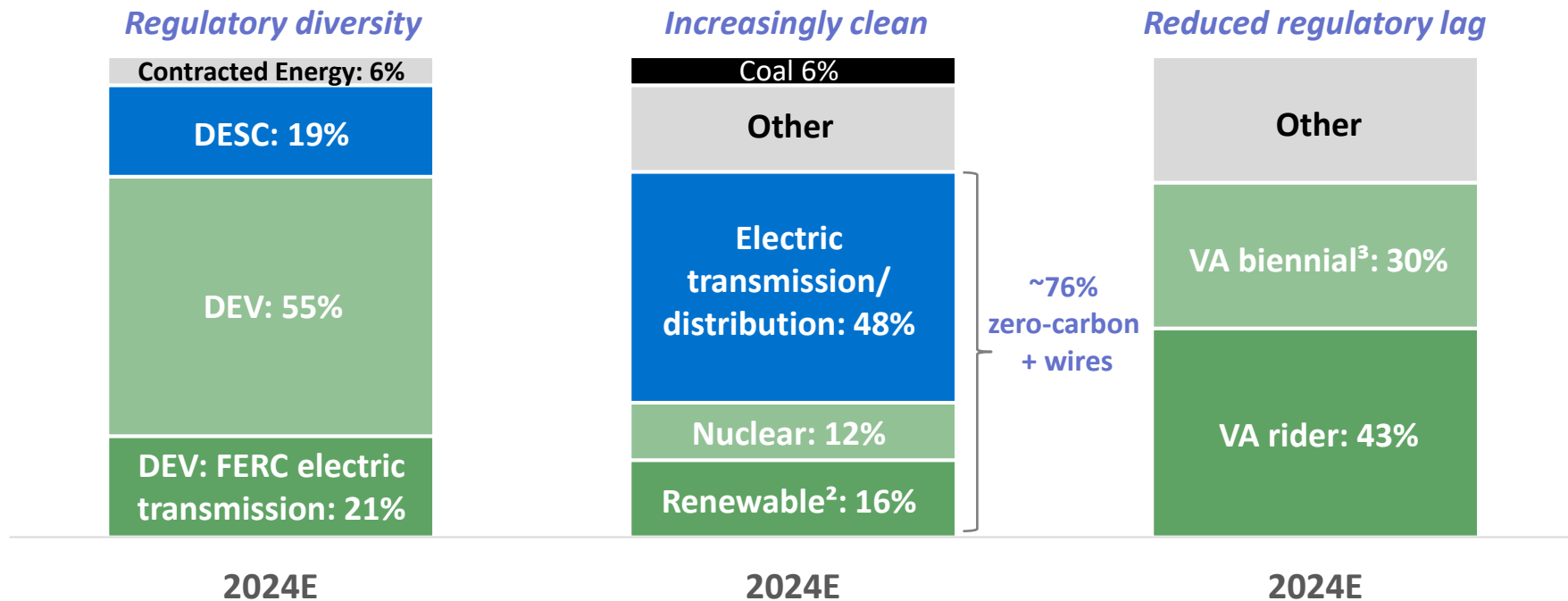


| | | | | |
|-------------|-----|-----|-----|-------------------------|
| Renewable | 1% | 6% | 19% | } 54% zero carbon |
| Nuclear | 44% | 43% | 35% | |
| Natural gas | 4% | 43% | 45% | } 99% zero/lower carbon |
| Coal | 47% | 8% | 1% | |
| Other | 4% | 0% | 0% | |

Low operating risk

Diverse, constructive regulatory jurisdictions with strong support for timely recovery

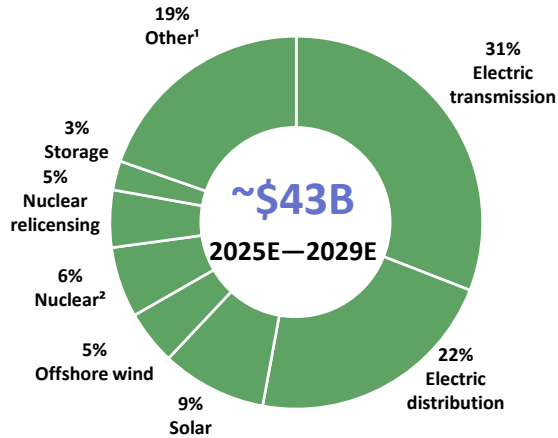
Percentage of total investment base¹



Diversified and robust rate base growth

Consolidated 5-year capital plan

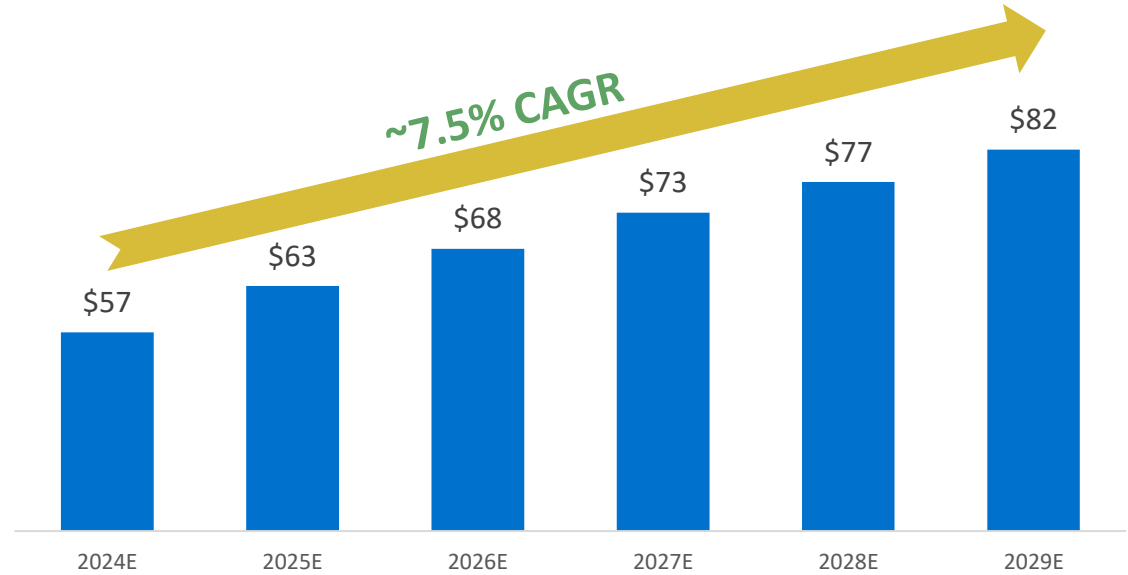
By function



~80% zero-carbon generation + wires

~64% rider-eligible

Total investment base³ (\$B)



**Significant investments in decarbonization and reliability
with strong cash conversion given significant rider-eligible capital**

Increasingly clean

Supply chain sustainability

Overview

- Dominion Energy partners with suppliers and peers to create an increasingly clean value chain, implement best practices, and drive GHG reduction activities across our footprint
- Supply chain sustainability focus areas:
 - ✓ Integrating sustainability into procurement process
 - ✓ Reducing warehouse waste
 - ✓ Engaging with suppliers on GHG disclosure and environmental performance

Supplier engagement

- Member of Sustainable Supply Chain Alliance (SSCA) since 2018
 - 2023 SSCA Member Engagement Award
- In 2024, held fourth annual Supply Chain Sustainability event, Momentum, to engage suppliers on critical topics and supplier requirements
 - Attended by over 100 supplier representatives across 68 companies

Momentum 

Increased GHG emissions disclosure with key suppliers from 20% in 2021 to 47% in 2023

Communities and people

Just Transition

Just Transition highlights

- Report published in 2024 outlines Dominion Energy's approach to a Just Transition
- Includes International Labour Organization (ILO) concept of a just transition and support for ILO Declaration of Fundamental Principles and Right at Work
- Report includes examples and testimonials related to:
 - Previous plant closures
 - Employee reskilling
 - New career opportunities and resources provided to impacted employees
 - Community relations
 - Use of properties after plant closures



Communities and people

Environmental Justice

Approach

- Ensuring a **voice in decisions** about siting and operating energy infrastructure is given to all people and communities, **regardless of race, color, national origin, income, faith, or disability**
- All communities should have:
 - Ready **access** to accurate information
 - A **meaningful voice** in the process
 - The chance to **benefit** from the economic opportunities presented by our investments

Overview

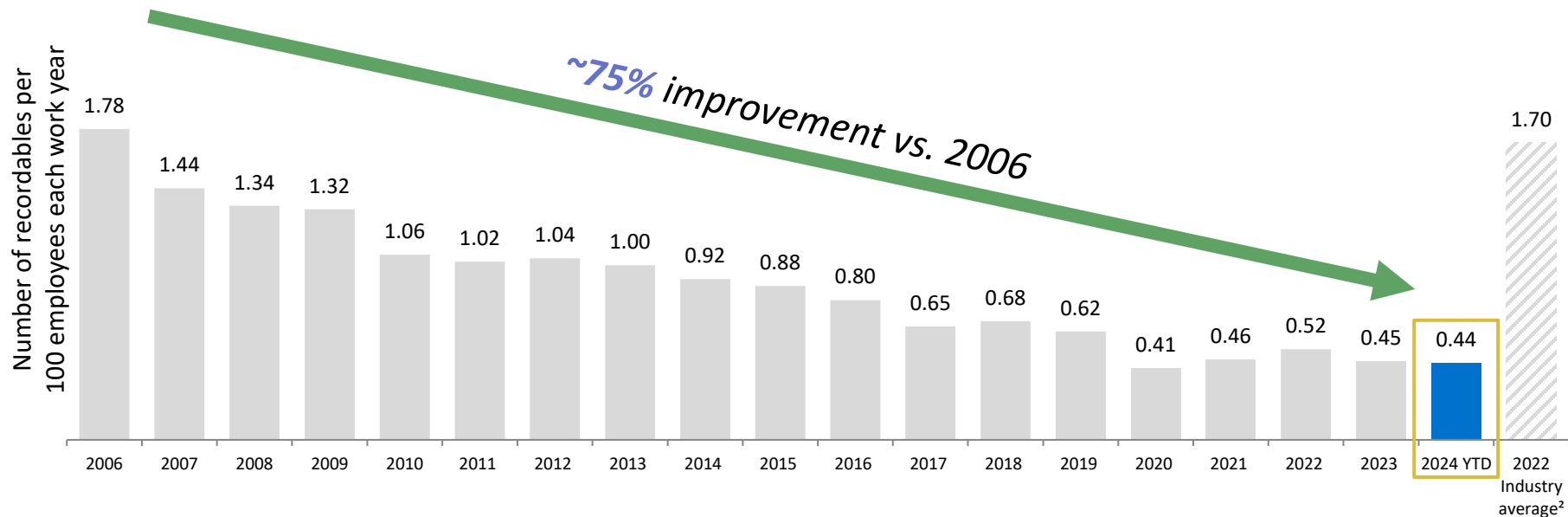
- ✓ Formal Environmental Justice (EJ) policy adopted in 2018
- ✓ Dedicated EJ staff developed **comprehensive training** (developed in 2020 and updated in 2024) for employees in business development, environmental, legal, and community outreach with 1,350+ employees trained since 2020.
- ✓ All major construction projects are reviewed for EJ considerations
 - ✓ 58 screenings for major projects completed in 2023
 - ✓ 267 total screenings completed between 2019 and 2023
- ✓ Proactively engaging directly and intentionally with EJ communities

Communities and people

Employee safety

OSHA recordable incident rate¹

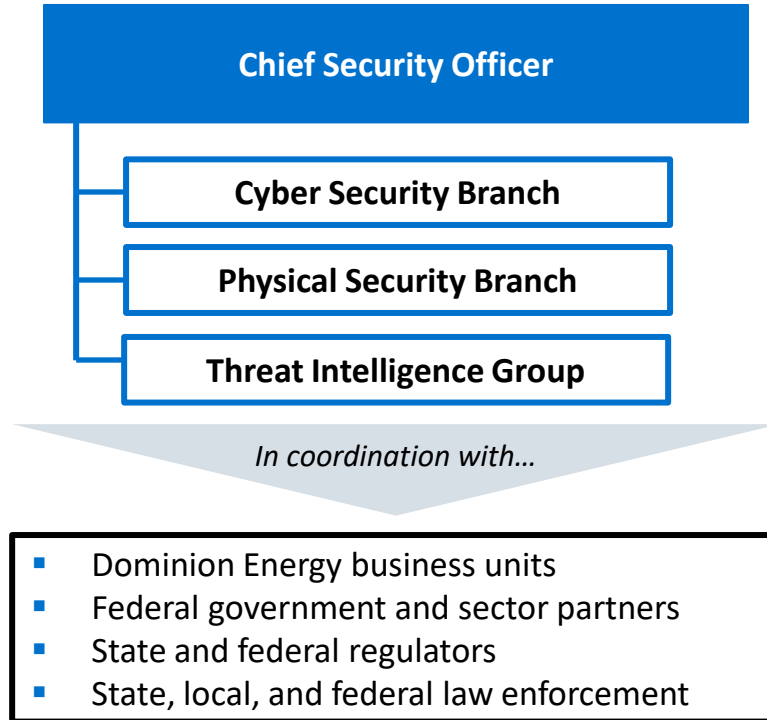
~74% safer than industry average



Communities and people

Safety

Security teams, programs, and partnerships



A culture of physical and cyber security

- Centralized security organization that regularly provides briefings to the Board of Directors and senior leadership
- Focused on protecting critical infrastructure as well as customer, shareholder, and company information
- Security programs integrated into business operations
- Regular updates to regulators and government agencies
- Robust cyber security program
 - Continuous monitoring and research to identify key threats and adversarial tactics
 - Risk assessment process to safeguard company systems and information
 - Internal and third-party penetration testing
 - Security awareness training for all personnel, including routine phishing simulations

Communities and people

Customer experience

Dedicated to delivering consistent, effortless, and superior experiences for our customers and other stakeholders

Exceptional reliability

- DEV and DESC customers had power [99.98%](#) of the time in 2023, excluding major storms

Strong Net Promoter Score (NPS) and JD Power Customer Satisfaction (CSAT)

- [1st quartile](#) NPS score relative to peers¹
 - DEV NPS score 2x peer average
- [1st quartile](#) JD Power Customer Satisfaction amongst utilities nationally²

Committed to the customer experience

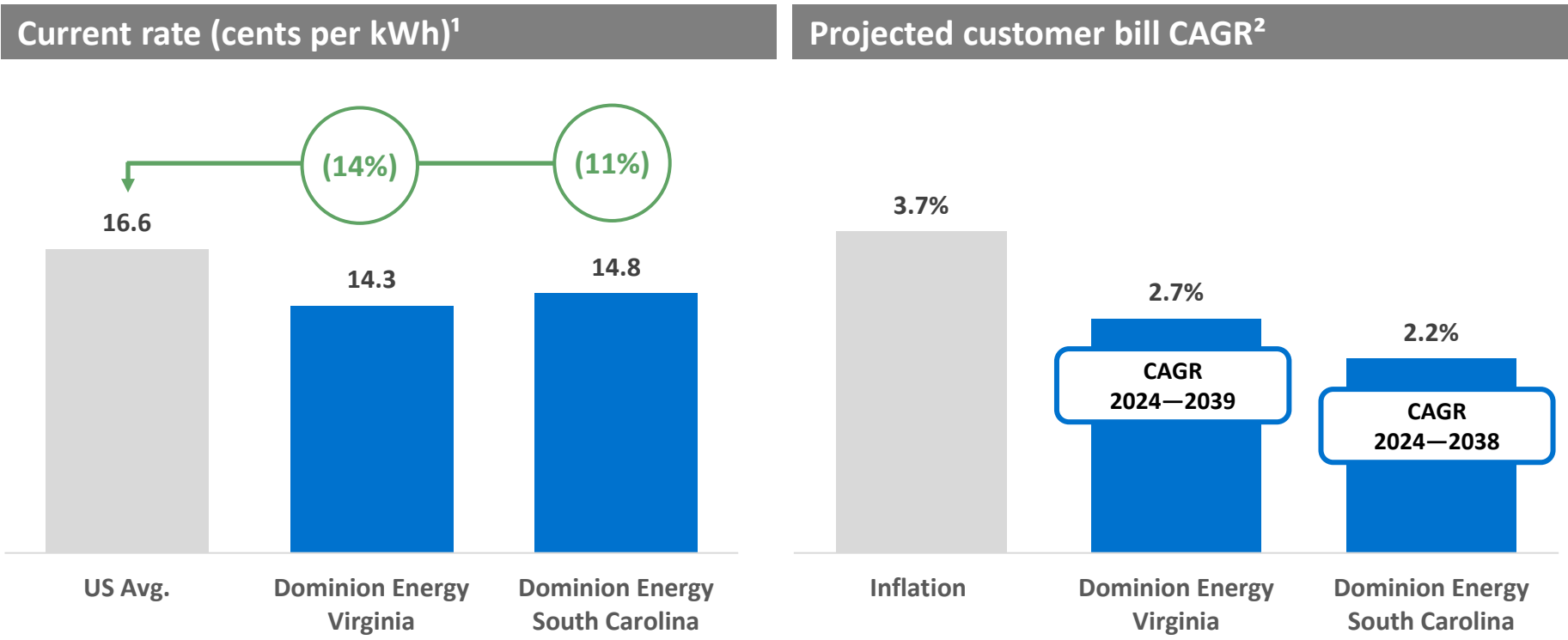
- Modernized digital tools
- 86% of customer interactions are digital and self service³
- 56% adoption of electronic billing⁴

Recent awards: recognition for customer experience excellence

- 2024 – Escalent Most Trusted Business Partner for DESC
- 2024 – Escalent Most Trusted Residential Utility Brands for DESC (3rd consecutive)
- 2024 – Escalent Easiest to Do Business With for DESC (3rd consecutive)
- 2023 EEI National Key Accounts Executive Award for Outstanding Customer Engagement (2nd consecutive)
- 2023 Escalent Customer Champion for DESC (3rd consecutive)

Communities and people

Typical residential electric customer bills



Committed to safety, reliability, and affordability during the clean energy transition

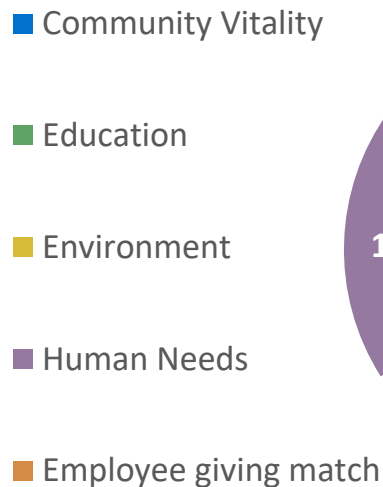


¹ Current DEV rate as of October 2024; current DESC rate as of October 2024; current US average rate per EIA August 2024 estimates, table 5.6. ² Sources: DEV 2024 IRP (company methodology VCEA case with EPA Portfolio); DESC 2024 IRP (2024 reference build plan); September 2024 CPI for electricity (https://www.bls.gov/news.release/archives/cpi_10102024.htm)

Communities and people

Company giving

Charitable foundation giving (2023)



Select initiatives

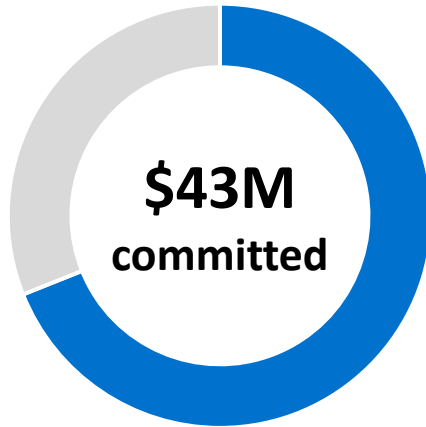
- Energy assistance
 - 16,000+ individuals and families received bill payment assistance in VA and SC
 - 1,500+ weatherization projects completed
 - 377 community outreach events reaching 100,000+ customers
- Foundation support for 1,100+ organizations across our footprint, including for example:
 - Providence Home in Columbia, SC
 - Community Coalition in Sussex, VA
 - Mystic Aquarium in Mystic, CT
 - Bertie County YMCA in Windsor, NC



\$46.7M across all programs contributed to social betterment in 2023

Communities and people

Diversity & Inclusion: Educating the next generation of employees

Progress towards our commitments



-  Progress through 12/31/2023
-  Remaining

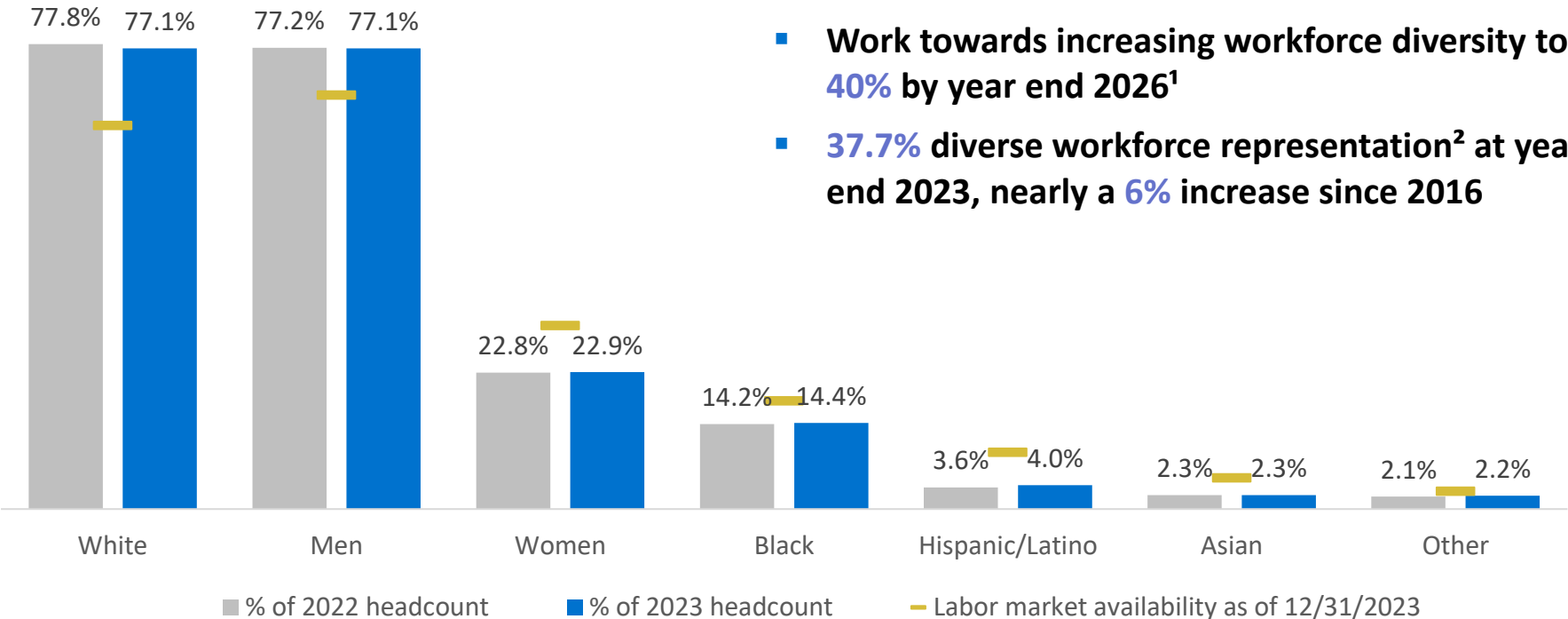
- Since 2020 we have committed to provide \$43M to support social justice and educational equity
 - **\$5M** of grants fulfilled to organizations with a history of advancing social justice causes
 - **\$25M** committed to Dominion Energy HBCU PromiseSM to support historically Black colleges and universities
 - **\$10M** committed to Educational Equity Scholars
 - **\$3M** committed to entities and institutions that serve a significant number of Hispanic students and individuals including, \$2M initiative partnering with Hispanic Association of Colleges and Universities (HACU) and \$1M commitment via DE Charitable Foundation funding to Promesa: The Hispanic Higher Education InitiativeSM

Over **\$29.7M** of commitments met as of December 31, 2023

Communities and people

Diversity & Inclusion: Progress towards our goals

Total workforce representation



- Work towards increasing workforce diversity to **40% by year end 2026¹**
- **37.7% diverse workforce representation² at year end 2023, nearly a 6% increase since 2016**

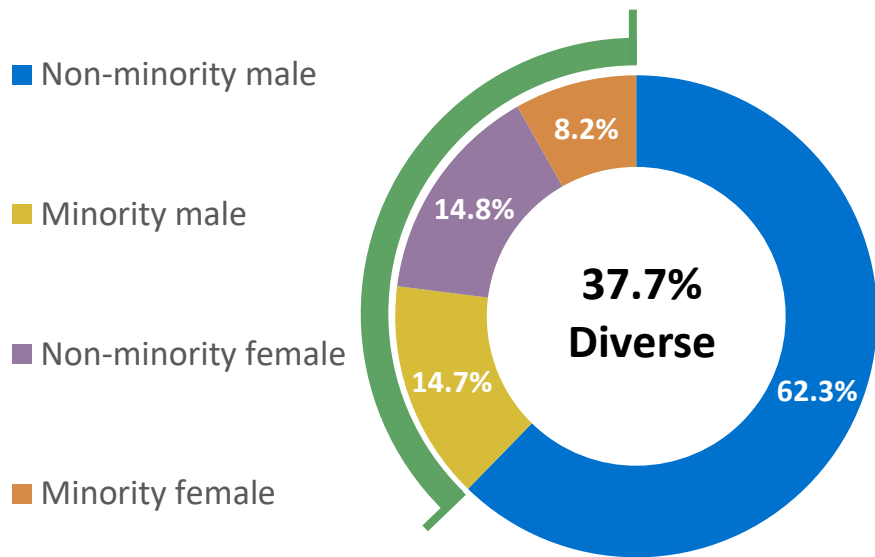


¹ Aspirational goal to achieve at least 40% diverse representation throughout our workforce by the end of 2026, subject to market availability ² Employees who identify their gender as female and/or their race/ethnicity as American Indian or Alaskan Native, Asian, Black or African American, Hispanic, Native Hawaiian or Other Pacific Islander or Two or More Races.

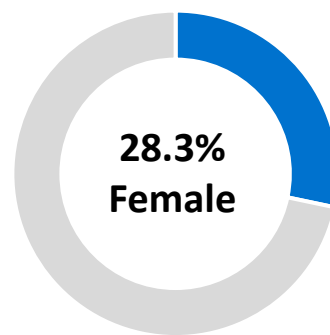
Communities and people

Diversity & Inclusion: Diverse representation

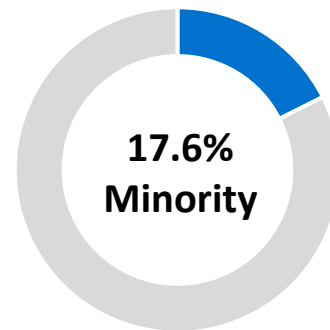
Total workforce representation as of YE2023¹



Senior leadership representation as of YE2023²



Gender diversity



Racial / ethnic diversity

Committed to transparency and striving for engagement at every level of the organization

Communities and people

Diversity & Inclusion: Progressing on our goals

Our D&I journey continues

- ✓ Board-level oversight
 - Compensation and Talent Development Committee responsibilities include, amongst others, oversight of strategies and policies related to human capital management, including D&I, employee engagement, and employee recruitment, retention, and development¹
- ✓ Executive Engagement Committee designs and implements the company's D&I strategy and objectives
- ✓ Continued focus on attracting and retaining top talent
 - **49%** diverse hiring rate in 2023
 - Held **5th** Careers in Energy Diversity Student Conference in 2024
 - **9** Employee Resource Groups with **10** chapters
- ✓ Committed to transparency
 - D&I reporting within the annual SCR Report, including workforce representation statistics and EEO-1 data

Diversity & Inclusion is a competitive advantage

Communities and people

Diversity & Inclusion: Supplier relationships

Overview

- Dominion Energy creates opportunities for a wide range of suppliers to participate in our procurement process—including those that are **small, local, or diverse**
- Dedicated to developing a diverse supplier base that is reflective of the diverse communities we serve
- Hosts annual supplier diversity expo and job fair, Convergence, to foster connections between small/diverse suppliers and the corporate community

Share of total procurement spend with diverse suppliers¹

