



**Dominion  
Energy®**

Actions Speak Louder<sup>SM</sup>



# Transforming the Future of Energy

Our Commitment to Sustainability  
and Corporate Responsibility



“The people of Dominion Energy are leading the country’s transition to clean energy.

We are transforming everything we do to build a more sustainable future for our customers, the planet, and our company.

We are setting the standard for a cleaner, greener energy industry.”

**Thomas F. Farrell, II**  
CHAIRMAN, PRESIDENT & CEO



## Our Culture

High standards. A strong moral compass. A firm belief that we are building something bigger than ourselves for the common good. A commitment to meeting the needs of people today – while ensuring that people tomorrow can do the same. A determination to be a positive force in the world. These convictions drive our relentless effort to make everything we do a little better than the day before.

### Dominion Energy's Five Core Values



#### **Safety**

Safety is our highest priority — in the workplace and in the community. 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.”



#### **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.

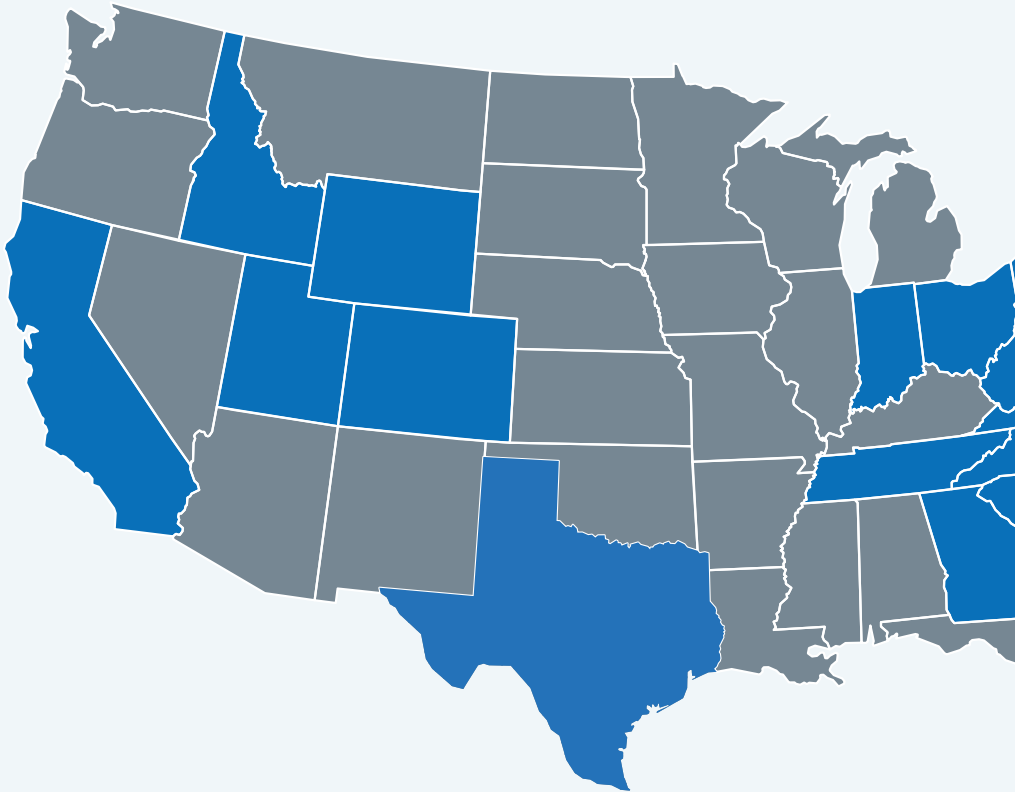
---

#### **Safe, ethical and exceptional performance: That is how we operate.**

The expectation is set at the top. We communicate it to new employees on day one, and to all employees every day thereafter. Management oversight, training, certification and guidance lay down markers of accountability. We are not trying to be the biggest energy company — just the best.

# Overview

Nearly 7.5 million customers in 18 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 is one of the nation's largest producers and transporters of energy.



On Jan. 1, 2019, Dominion Energy merged with SCANA Corporation, an energy company supplying electric power and natural gas to about 2.1 million customer accounts in the Carolinas and Georgia.

To learn more, visit: [sustainability.dominionenergy.com](https://sustainability.dominionenergy.com)

# Key Facts

Notable facts about our company:



820,000

families assisted with energy bills since 1982.

22,000

homes weatherized since 2015 as part of EnergyShare.



**NEARLY  
20,000  
EMPLOYEES  
IN 18 STATES**

(as of Aug. 31, 2019).

85%

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

**TOP  
QUARTILE**

of utilities in ranking by JUST Capital.



**~\$100 BILLION**

in total assets  
(as of Jan. 1, 2019).

31%

Board of Directors diversity  
(since Feb. 2019).



**#1**

2018 best year ever in safety performance.



## Clean Energy

We work around the clock to deliver safe, dependable, affordable and clean energy. We produced our first megawatt of solar energy in 2013. Since then, we have increased our total solar generation portfolio nearly 2,600 megawatts, with plans to add 3,000 megawatts of solar and wind by 2022.

Through a partnership with Smithfield foods, we are capturing methane from farming operations and turning it into clean-burning, renewable natural gas — a process that captures more greenhouse-gas emissions than it produces.

---

Energy diversity advances sustainability; it's as simple as that. So our company is branching out into innovative forms of energy production.

---

**\$3.5+**

**BILLION**  
invested in renewables  
since 2013.

## Investing in the Health of Our Planet

---

### LARGEST

renewable gas partnership  
in U.S.

---

### MODULAR LNG

to deliver cleaner fuel to  
regions and customers  
dependent on higher  
emitting fuels.

---

### EXTENDING THE LIFE

of nuclear power plants  
to guarantee  
carbon-free  
energy 24/7.



**3,000**  
**MEGAWATTS**

additional solar + wind  
planned for development  
by 2022.



**4TH**  
**LARGEST**

solar portfolio  
among utility  
holding companies.

---

### TRANSFORMING

the gas and electric delivery  
systems to accommodate  
renewables.



# Environment

We all deserve a clean planet. And we all have to do our part to get us there.

---

Alternative fuels power more than one in three vehicles in our on-road fleet (about 7,000 cars and trucks).

---

Innovative new systems installed across our operations will save water – tens of millions of gallons a year.

---

Founding member or participant in several voluntary methane-reduction programs.

## Bold New Targets



By 2030, we aim to cut our methane emissions 50 percent compared to 2010 levels.



By 2030, we aim to cut our carbon emissions 55 percent compared to 2005 levels.



By 2050, we aim to cut our carbon emissions 80 percent compared to 2005 levels.

## A Record of Stewardship



43,000

**ACRES OF OPEN SPACE**

converted to habitat suitable for birds, bees and other pollinators.

52%

**REDUCTION**

in carbon emissions since 2005.



Innovative new methods to protect birds, fish, and other wildlife by keeping them away from our equipment.

250,000

**METRIC TONS OF METHANE**

prevented from entering the atmosphere over the past decade. That is the equivalent of planting more than 103 million trees.



## Working with Communities

### Engaging with Others

Engagement is a two-way street. For Dominion Energy, that means not only being transparent about our actions, but also actively listening to what others think.

---

Formal environmental justice policy to safeguard the interests of underrepresented voices.

---

Hundreds of meetings, town halls, listening sessions and stakeholder conferences held with community groups, government officials, investors and industry watchdogs.

### Building Communities

Sustainability is about meeting needs and fostering growth – now and in the years to come. Our core business does these things by providing energy for homes and businesses. But we also support many other worthy endeavors that help people and the places they live to flourish.

---

## \$35 MILLION

to social betterment through energy assistance programs, grants to cultural and educational organizations, matching gifts and sponsorships.

---



## \$629 MILLION

spent with diverse suppliers.



## 126,000+ HOURS

of volunteer time donated by our employees in 2018.

---

## 1,433 GRANTS

to arts, education and other worthy causes in 2018.





## Employee Experience

We seek out top performers, no matter who they are. We invest heavily in development to help employees reach their full potential. We offer generous benefits, including flexible work schedules and parental leave. And we believe everyone has the right to be treated with dignity, respect and fairness — and a duty to treat others the same way.

---

Modernizing workspaces to enhance employee satisfaction and meet LEED sustainable-design standards.

---

**\$5,000**

**SCHOLARSHIPS**

to up to 50 diverse student interns each year.

### What Matters Most

The energy industry requires large amounts of infrastructure. But all of the generation plants, pipes, and power lines are useless without the most important components of success: employees and safety. That is why Dominion Energy's highest priority is taking care of those who work for us.

---

**11%**

of employees are veterans.

---

**1 in 5**

new hires is a veteran.

---

---

**EIGHT Employee Resource Groups** available to all employees to support our diverse workforce, including African-American, Latino, Asian American and Pacific Islander, LGBTQIA, women, employees with disabilities, veteran and young professional.

---

**Our Career Center** offers employees goal setting sessions, interview coaching, personal branding assistance and more.

---

**UP TO \$7,500**

Education Assistance Program reimbursement (annual amount per employee).



**LEARN MORE**

about our Sustainability & Corporate  
Responsibility goals at:  
[sustainability.dominionenergy.com](https://sustainability.dominionenergy.com)

Dominion Energy, Inc.  
Corporate Headquarters  
120 Tredegar Street  
Richmond, VA 23218

[dominionenergy.com](https://www.dominionenergy.com)

© 2019 Dominion Energy, Inc.