“We will always pursue our mission of delivering safe, clean, affordable and sustainable energy to our customers while giving back to the communities we serve. We will always let our values guide our actions. And we will always seek to serve those who have served their country.”

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. Just as these convictions drive the military, throughout our history these values have driven 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.
Objective

The objective of Dominion Energy’s Military Program is to strengthen our network within the communities we serve and support military servicemen and women while developing our talent pipeline.

To learn more, visit: domionenergy.com/military

The program’s key focus areas include recruiting and hiring top military talent; providing transition services and resources; offering training and resources for employees and leaders; participating in community improvement and charitable giving; and connecting servicemen and women to federal services.

To learn more, visit: domionenergy.com/military
<table>
<thead>
<tr>
<th>Sourcing &amp; Recruiting</th>
<th>14% of employees are veterans.</th>
<th>1 in 5 new hires is a veteran.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transition &amp; Pipeline Programs</td>
<td>$5,000 scholarship offered to the company’s college interns and co-op students who are active in the military or who have honorably separated from the military.</td>
<td>FELLOWSHIP program providing eligible transitioning service members the opportunity to work for Dominion Energy for up to 12 weeks before separating from the military.</td>
</tr>
<tr>
<td>Military Branding</td>
<td>PUBLIC OPINION says our commitment to supporting active-duty military, veterans and their families in our communities is one of the most favorable things we do.</td>
<td>ADS featuring veteran employees target audiences on a local, regional and national level.</td>
</tr>
<tr>
<td>Education, Training &amp; Retention</td>
<td>50+ in-house G.I. Bill approved on-the-job training and apprenticeship programs.</td>
<td>100% salary differential paid for up to five years for deployed military employees.</td>
</tr>
<tr>
<td></td>
<td>BENEFITS extended for up to five years to cover deployed military employees and their dependents.</td>
<td>3 WEEKS of paid time off for Guard and Reserve duty on top of vacation and sick leave.</td>
</tr>
</tbody>
</table>
There is no better way to honor our nation’s returning veterans than to provide them with the training and support they need to transition successfully to civilian life. To help create those pathways to success for our veterans that lead to a rewarding energy sector career and meet the needs of the industry, the company spearheaded the development and launch of the Troops to Energy Jobs program with industry peers. For more information, visit troopstoenergyjobs.com.

Veterans in Energy is a national employee resource group that provides transition, retention and professional development support to military veterans working in energy. The company is an active member of Veterans in Energy. We recognize that engaging and supporting veteran employees may be the most important step to help them thrive in their careers and maximize their integration into our company and industry. For more information, visit veteransinenergy.org.
Honoring Veterans

Veterans Resource Group members in Ohio coordinated the installation of a natural gas service line to fuel an eternal flame at the Ohio Veterans Memorial Park. The eternal flame, which honors comrades who were Prisoners of War or Missing in Action, is part of a reflecting pond at the unique facility. The facility is dedicated to honoring veterans from all wars, remembering their sacrifices to preserve the freedom and safety of their country and fellow Americans.

The park is located in Clinton, Ohio, between Akron and Canton.

24/7
open to the public, 365 days a year.

The purpose of the Veterans Resource Group is to build on the company’s efforts to attract and develop those who have served in the armed forces and provide support to the military, veterans and their families in our communities.

Diverse Workforce

Dominion Energy believes a diverse workforce is essential to fulfill our core values of Safety, Ethics, Excellence, Embrace Change and One Dominion Energy. We follow the guiding principles of respect, fairness and consistency to ensure our work environment is one in which every team member is valued so that our corporate culture attracts, develops and retains the best and brightest employees.
100 Homes for 100 Vets

For decades, Dominion Energy’s EnergyShare program has assisted members in the communities we serve with their energy needs. In 2019, the company expanded the program’s support for veterans and individuals living with disabilities by adding the 100 Homes for 100 Vets initiative. The company provides free energy efficiency upgrades for qualifying veterans’ homes. Veterans also learn how to better manage their energy use to save money on their energy bills.

5,200 VETERANS
AND 4,900 INDIVIDUALS LIVING WITH DISABILITIES assisted by EnergyShare since the program’s expansion in 2015.

Dominion Energy is the title sponsor of this PGA TOUR Champions professional golf playoff event. Net proceeds from the tournament are distributed to veterans’ organizations. Additionally, the PGA tournament offers free admission to all active-duty and reserve service members, military retirees, and their dependents, as well as access to a military hospitality tent with complimentary food and beverages. For more information, visit deccgolf.com.

$1.7+ MILLION generated by the tournament for charities in 2019.

$3.5+ MILLION in charitable giving since the event debuted in 2016.

Giving Back to Our Communities

We want to make the world a better place. The Charity Classic contributes to community causes throughout our footprint and beyond.
Dominion Energy’s Federal Energy Solutions group is making the U.S. Department of Defense more energy resilient every day. We have privatized military installations and Arlington National Cemetery and deliver mission-critical service to the Pentagon, CIA headquarters and other key federal sites.

We support energy security, resiliency, assurance, and sustainability.

Awards

We’re proud to be consistently ranked among the top companies in the nation for helping veterans and their families with employment, in business and in the communities we serve.

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.