



**Dominion
Energy**®

Powering Your Every Day.™



Our Military Program



“We will be forever in debt to the men and women of America’s fighting forces for the sacrifices they made during their years of service.

At Dominion Energy, we’re grateful for the many contributions veterans make to our company. We’re also grateful for the opportunity to give back to our communities.”

Robert M. Blue

CHAIR, 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.

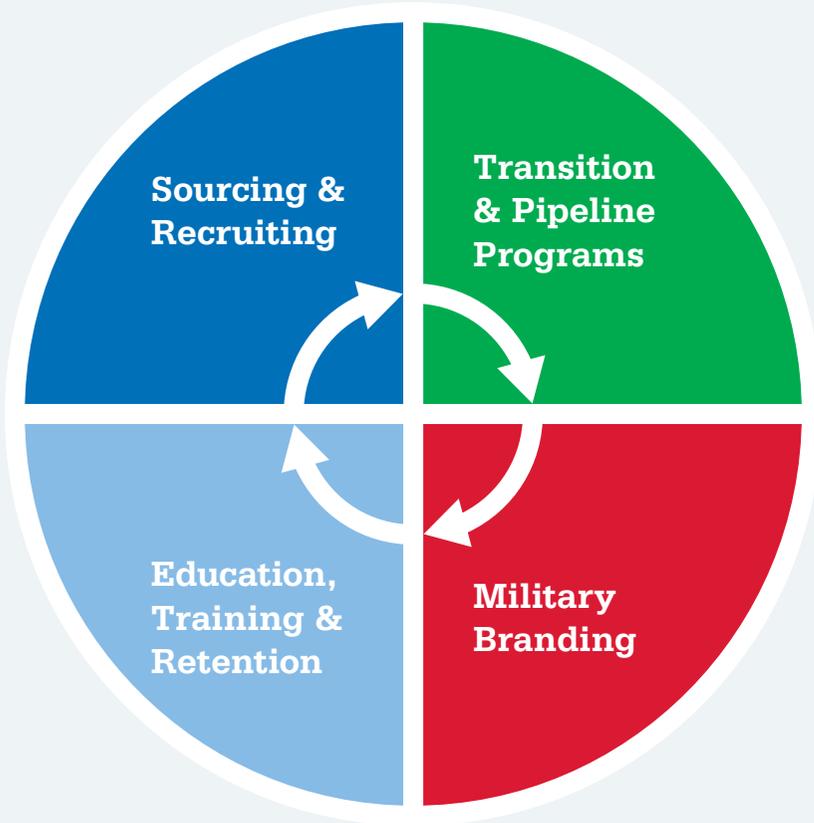


One Dominion Energy

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.



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: dominionenergy.com/military

Sourcing & Recruiting

17%

of employees are veterans.

17%

of new hires are veterans.

Transition & Pipeline Programs

\$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.

FELLOWSHIPS

with military corporate partnership programs, training with industry partnerships, and Department of Defense SkillBridge program.

Military Branding

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.

ADS

featuring veteran employees target audiences on a local, regional and national level.

Education, Training & Retention

50+

in-house G.I. Bill approved on-the-job training and apprenticeship programs.

100%

salary differential paid for up to five years for deployed military employees.

BENEFITS

extended for up to five years to cover deployed military employees and their dependents.

3 WEEKS

of paid time off for Guard and Reserve duty on top of vacation and sick leave.



Our Veteran Employees

We have a long history of supporting the armed forces and veterans. We continually recognize and support our country's service members and their families, in peace, in crises and in war. Led by the Veterans Resource Group, we demonstrate our commitment to the Guard and Reserve by hosting Statement of Support signing ceremonies for the Employer Support of the Guard and Reserve (ESRG), a Department of Defense program that promotes supportive work environments for service members in the Guard and Reserve Components.



TROOPS
to
ENERGY JOBS
Connecting Veterans to Rewarding Energy Careers

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

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.



Supporting Servicemembers and Families

Veterans Resource Group members in South Carolina partner with the USO and Blue Star Mothers each year to provide support to hundreds of soldiers and their families. Our volunteers and the USO help guide soldiers from Fort Jackson on their way home for the holidays through processing stations and provide them with meals. Our volunteers partner with Blue Star Mothers to host troop supply drives, make personal cards, collect and deliver donations for deployed servicemembers and their families.



Veterans Resource Group



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.

9 Employee Resource Groups available to all employees to support our diverse workforce, including African American, Latino, Asian Pacific Islander, LGBTQ+, Native American, women, employees with disabilities or supporting caregivers, veterans, and young professionals.

ON FORBES LIST of America's best employers for diversity.



Energy Efficient Homes for our Veterans

Since 1982, Dominion Energy's comprehensive year-round energy assistance program, EnergyShare, has helped members in the communities we serve with their energy needs. The program's bill payment assistance provides immediate relief to those experiencing a financial hardship, dedicating additional resources to military veterans through a special partnership administered by the Department of Veteran Services.

10,500
MILITARY
VETERANS

have been 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.

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.

\$2.3+
MILLION

generated by the
tournament for charities
in 2023.

\$11.7
MILLION

in charitable giving since the
event debuted in 2016.

Federal Energy Solutions

Dominion Energy's Federal Energy Solutions provides low-cost, reliable electric and natural gas service to a wide variety of federal government facilities, from the Pentagon, CIA headquarters and Veterans Administration medical centers to numerous military installations. From power generation to end user, we incorporate a diverse set of energy solutions resulting in dramatic increases in reliability and performance.

Our Base of Tomorrow[®] concept reduces vulnerabilities by integrating and optimizing the way energy is generated, delivered and managed. We ensure our customers achieve an energy source that is reliable, resilient and sustainable.

Our Utilities Privatization program provides turnkey solutions to improve the government's energy infrastructure.

Our Utility Energy Services Contracts offer comprehensive energy efficiency, conservation, and demand-reduction services.

9

MILITARY INSTALLATIONS PRIVATIZED

in Virginia, Texas, South Carolina, Washington, D.C. at Arlington National Cemetery, and Pennsylvania at Navy Yard Philadelphia.

1,500

FEDERAL SITES

receive electric service from Dominion Energy.

U.S. ARMY CORPS OF ENGINEERS

recognition for outstanding performance.

Utility Energy Services Contracts (UESCs)

Dominion Energy is providing UESCs within our North Carolina, South Carolina, Ohio, Utah, Virginia and West Virginia service territories. We provide flexibility through our three-tiered approach, with different contracts available for each individual energy conservation measure:

- UESCs with standard one-year performance assurance;
- UESCs with enhanced performance assurance through extended equipment warranties and O&M services through the life of the contract; and
- UESCs with a guarantee of energy savings, extended equipment warranties and O&M services through the life of the contract.

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.





LEARN MORE

about our Military Program at:
[dominionenergy.com/military](https://www.dominionenergy.com/military)

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