



A message from **CEO Bob Blue**

At Dominion Energy, our vision is building a clean and sustainable energy future. You have probably heard about the clean part: How we are investing billions of dollars in solar, wind, storage, and renewable natural gas, and driving our carbon and methane emissions to net zero by 2050.

The sustainable part is just as important. Sustainability is all about helping people meet their needs today without depriving anyone of their ability to do so tomorrow. And that includes *everyone*. “Sustainability for some” is a contradiction.

That is one reason Dominion Energy has put so much effort into diversifying our supply chain. We consider diversity — including supplier diversity — both a strength and a competitive advantage. And there is a lot of research to back up that belief. Companies that stress diversity outperform their peers financially.

Of course, actions speak louder. So I am happy to report that in pursuing supplier diversity, we have had tremendous success. In the past eight years, we have grown spending with diverse suppliers by 106 percent.

But we are not stopping there. We are going to keep pushing forward. Because this issue is important to us.

It’s important because our company’s core value of ethics calls us to do the right thing. Part of doing the right thing involves supporting the communities we serve. We are supported by diverse populations, and we believe we should reciprocate in kind. One way we do that is by ensuring that small, local, and diverse businesses have the opportunity to work with us — including minority, women, veteran, service-disabled veteran, LGBTQ, small disadvantaged, HUBZone and disability-owned businesses.

Now, does Dominion Energy benefit from supplier diversity? Absolutely. As I said, it’s a competitive advantage. Companies always tend to do better in communities that are doing well — and communities do best when all parts of them are represented fairly. Fair and equitable inclusion contributes to economic growth, which is good for everyone.

Focusing on supplier diversity benefits Dominion Energy in other ways, too. Among other things, it expands the pool of suppliers to draw from. That means more talent. More innovation. Better insight into our customer base.

A broader pool of suppliers also encourages competition. Healthy competition is good for everyone: Through competition, we are all pushed to excel. It elevates quality — and it can help manage our cost structure, too.

This is an exciting time to be in the energy business. A revolution is happening in the industry, and Dominion Energy is leading the way. We see great things on the horizon, and we intend to make sure everyone has an opportunity to take part — so we can all move forward together.