

2022 DE&I: Our Progress - Transcript

Regina Elbert: For decades, Dominion Energy has been working to promote diversity, equity and inclusion.

In recent years, we have intensified those efforts. 2021 was no exception. In fact, over the course of the year, more than half of the new employees that we hired were women or minorities.

Maria Pia Tamburri: We also saw an opportunity to increase our representation with respect to Hispanic employees. So, we joined the National Hispanic Corporate Council, laid the groundwork for a new partnership with Hispanic Association of Colleges and Universities, and expanded our partnership with the Society of Hispanic Professional Engineers.

Regina Elbert: We didn't stop with diversity. We also paid attention to equity and inclusion.

In 2021, leaders were required to attend training on how to be an ally and to hold open conversations with their teams about inclusion and respect in the workplace.

We updated our processes for requesting accessibility and disability accommodations to ensure that all candidate and employee needs are met.

We expanded family care benefits, adding subsidize backup child and elder care and a milk ship service so that nursing mothers who travel for work can ship breast milk home.

We also continued our strong support for employee resource groups and added messages about Heritage Month to our enterprise-wide communications.

Maria Pia Tamburri: Importantly, our efforts to promote diversity, equity and inclusion go well beyond our workforce.

Last year, we spent \$1 billion with diverse suppliers, a 22% increase over the previous year.

And as a part of HBCU Promise Initiative, we contributed \$5.3 million to HBCU in 2021 out of a six-year \$25 million commitment.

These are just a few examples of the many actions we took to support our employees and our communities in 2021.

Regina Elbert: We're taking these steps because our vision is to become the most sustainable energy company in America, and that means making sure we don't leave anybody behind as we move forward.

Maria Pia Tamburri: Anyone can talk about diversity, equity and inclusion. Real commitment means backing up your words with concrete achievements.

And that's what we do at Dominion Energy. Actions speak louder.