

## **Dominion Energy, Inc.**

### **Nominating, Governance, and Sustainability Committee Charter**

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#### **I. PURPOSE**

The purpose of the Nominating, Governance, and Sustainability Committee (the “Committee”) is to assist the Board of Directors (“Board”) of Dominion Energy, Inc. (“Dominion Energy” or the “Company”) in discharging its oversight responsibilities relating to corporate oversight, the identification and nomination of qualified director candidates, and the evaluation of the Board as a whole. The Committee will also assist the Board in overseeing Dominion Energy’s performance as a sustainable company and responsible corporate citizen.

#### **II. MEMBERSHIP AND MEETINGS**

1. The Committee shall be comprised of three or more Directors. Based on the recommendation of the Committee, the Board shall annually appoint the Committee members and the Chair of the Committee. The Board may remove the Committee members and the Chair with or without cause.
2. Each Committee member shall be an independent director in accordance with New York Stock Exchange (“NYSE”) listing standards and Dominion Energy’s Corporate Governance Guidelines.
3. The Committee will meet at least three times annually, with additional meetings to be held if circumstances dictate, and report regularly to the Board with respect to matters discussed and acted on by the Committee as appropriate. A majority of the Committee constitutes a quorum. The Committee may act by unanimous written consent.

#### **III. ADMINISTRATION AND DELEGATION**

1. The Committee shall have the authority to delegate certain responsibilities to subcommittees of the Committee, if the Committee determines that such delegation is in the best interest of Dominion Energy and is otherwise allowable by law or regulation. The Committee shall have the authority to delegate certain administrative duties to the Dominion Energy Chief Executive Officer, the appropriate officers of Dominion Energy Services, Inc. or its management committees. The Committee shall obtain Board approval for such actions if required or the Committee may request that the Board ratify its actions. The Committee may delegate any of the Corporate Oversight responsibilities and duties described in Section IV.A to the Chair in between meetings and ratify such actions at its next scheduled meeting.
2. The Committee, in its sole discretion, shall have the authority to retain or obtain the advice of any consultants, legal counsel, or other advisers, including any search firms used to identify director candidates. The Committee shall be directly responsible for the appointment, compensation, and oversight of the work

of any such advisers that it retains, with Dominion Energy providing appropriate funding and other resources for such advisers.

3. On an annual basis, the Committee will:
  - Review this charter and recommend revisions as necessary, with any amendments subject to approval by the Board; and
  - Evaluate its performance.

#### **IV. RESPONSIBILITIES AND DUTIES**

The Committee shall:

##### **A. Corporate Oversight**

1. Direct the search for, evaluate the qualifications of, and select candidates for nomination to the Board in accordance with criteria described in Dominion Energy's Corporate Governance Guidelines.
2. In carrying out this responsibility, the Committee will:
  - Assess the appropriate skills and characteristics required of Board members in the context of the current make-up of the Board as well as Dominion Energy's needs;
  - Consider the principles to be applied in filling vacancies and planning for Board succession; and
  - Consider any candidates suggested by shareholders.
3. Recommend to the Board the director nominees for the Annual Meeting of Shareholders.
4. Review the status of each director nominee and:
  - Determine whether the nominee meets the independence requirements of the NYSE listing standards and Dominion Energy's Corporate Governance Guidelines;
  - Recommend to the Board a finding regarding independence for each director nominee; and
  - Assist the Board in adopting any categorical standards of independence.
5. Consider whether to accept any resignation submitted by a Director in accordance with Dominion Energy's retirement, majority voting, or other policy.
6. Review Dominion Energy's Corporate Governance Guidelines and recommend revisions (if necessary) for the Board's consideration and adoption.
7. Oversee the Board's annual self-evaluation, which will also include an evaluation of the Committee.
8. Review and make recommendations to the Board regarding the size and composition of the Board.

9. Annually review and make recommendations to the Board concerning the appointment and composition of each Board Committee and its Chair.
10. Review the responsibilities of each Committee to determine whether such responsibilities are in compliance with current laws and regulations or are appropriate in light of current circumstances.
11. Approve the Company's Related Party Transaction policy and the procedures to identify, review, and disclose transactions or arrangements between Dominion Energy and its executive officers and Directors. The Committee will oversee compliance with the policy and report to the Board on its determination regarding the materiality of transactions.
12. Review shareholder proposals and make recommendations to the Board regarding the responses included in Dominion Energy's proxy statement.

#### **B. Sustainability**

1. Review Dominion Energy's policies, programs, and activities with respect to sustainability and corporate social responsibility, including but not limited to social and governance matters.
2. Review Dominion Energy's policies, programs, activities, and significant communications and reporting related to sustainability, including the sustainability and corporate responsibility report.
3. Receive and review reports from management regarding sustainability, social, and governance trends, risks, and issues that may affect Dominion Energy's operations and the long-term sustainability of Dominion Energy, including the state of Dominion Energy's relationships with key stakeholders, how those constituencies view Dominion Energy, and the issues raised by them; Dominion Energy's efforts to support community needs, including charitable contributions, community service, and Dominion Energy's charitable foundation; and Dominion Energy's political and lobbying activities, expenditures, and its governing policies.
4. Make recommendations to the Board regarding such trends, risks, and issues as appropriate.
5. Review sustainability targets established by Dominion Energy and reports from management on Dominion Energy's progress in achieving those commitments.

#### **C. Other Duties**

1. Perform such other functions as may be assigned by the Board or as specified in Dominion Energy's Corporate Governance Guidelines or any policies approved by the Board.