Dominion Energy Ohio
UWUA Local G555

Dominion Energy Ohio
Union Savings Plan
Summary Plan Description

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SAVINGS PLAN SUMMARY

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MINIMUM ELIGIBILITY REQUIREMENTS	• Regular full-time or part-time employee of Dominion Energy Ohio. • 18 years old. • Scheduled to work or actually work at least 1,000 hours in a 12-month period. • Job classification represented for collective bargaining purposes by the Gas Workers Union, Local G-555, Utility Workers Union of America, AFL-CIO.
MEMBERSHIP	Voluntary
YOUR CONTRIBUTIONS	
Pre-tax 401(k) Option	2% - 50% of Compensation (subject to certain limits that may be imposed by law).
After-tax Option	2% - 20% of Compensation.
Roth 401(k) Option	2% - 50% of Compensation (subject to certain limits that may be imposed by law).
Maximum Total of Pre-tax, Roth, and After-tax Options	50% of Compensation "Compensation" means your actual base pay received excluding commissions, overtime, bonuses, fees, allowances, and other special payments, other than merit lump sum payments.
COMPANY MATCHING CONTRIBUTION	Depending on your hire date, your Years of Service, and the percentage of your Pre-tax, Roth, and After-tax contributions, an amount from 1% up to 7% of your Compensation during each pay period.
INVESTMENT OPTIONS – Core Funds	• Money Market Fund • Intermediate Bond Fund • S&P 500 Index Fund • Small/Mid Cap Equity Index Fund • Small Cap Equity Fund • International Equity Index Fund • International Equity Fund • Dominion Energy Stock Fund

INVESTMENT OPTIONS – Target Date Funds	• Target Retirement Income Trust Plus • Target Retirement 2020 Trust Plus • Target Retirement 2025 Trust Plus • Target Retirement 2030 Trust Plus • Target Retirement 2035 Trust Plus • Target Retirement 2040 Trust Plus • Target Retirement 2045 Trust Plus • Target Retirement 2050 Trust Plus • Target Retirement 2055 Trust Plus • Target Retirement 2060 Trust Plus • Target Retirement 2065 Trust Plus
IN-SERVICE WITHDRAWALS	From your After-tax contributions, Rollovers, and vested Company Matching contributions in your account for at least 24 months, and earnings on these accounts. If you are age 59½, you can also withdraw your Pre-tax and Roth contributions.
LOANS	From your total vested account balance.
VESTING	• You are always fully vested in your Pre-tax, After-tax, Roth and Rollover contributions and their earnings. • You will become 100% vested in Company Matching contributions and their earnings after three Years of Service.
* The 2023 definition of “highly compensated” per IRS guidelines includes employees whose <u>total</u> compensation in 2022 was at least $135,000 and who are in the top paid 20% of all employees ranked by total compensation.	

This version of the summary plan description applies to all employees who were participants in the Savings Plan on or after January 1, 2023. For details concerning Savings Plan provisions and administration for periods prior to January 1, 2023, please refer to the summary plan description for the applicable time period or contact your Savings Plan Administrator. If you were a participant in another plan sponsored by a company acquired by Dominion Energy prior to becoming a participant in the Savings Plan, different provisions may apply to you based on the provisions in effect under such other plan. Please refer to the materials that accompanied your Savings Plan enrollment kit, or contact your Savings Plan Administrator for details about particular provisions or questions about your benefits under the Savings Plan.

INTRODUCTION

The Dominion Energy Ohio Union Savings Plan (the "Savings Plan") is designed to encourage employees to build financial security through long-term saving. The Savings Plan is offered to eligible, union employees of Dominion Energy Ohio.

The Savings Plan, most recently amended and restated as of July 1, 2021, is a continuation of the Thrift Plan of the East Ohio Gas Company for Employees Represented by the Gas Workers Union, Local G555, Service Employees' International Union, AFL-CIO (the "Predecessor Plan") as in effect before 2002. It is also a continuation of (1) the Dominion East Ohio River Gas Division Union Savings Plan (the "River Gas Plan"), which was merged into and became part of the Savings Plan effective December 31, 2007, and (2) the Dominion East Ohio West Ohio Gas Division Union Savings Plan (the "West Ohio Plan"), which was merged into and became part of the Savings Plan effective June 30, 2013.

Participation in the Savings Plan is entirely voluntary. If you decide to join and save a percentage of your base pay, Dominion Energy will also contribute to your account. Participating in the Savings Plan allows you to save by convenient payroll deductions, build an investment portfolio, become a Dominion Energy, Inc. shareholder and benefit from certain tax advantages.

The Savings Plan allows you to:

- Save from 2% up to 50% of your Compensation as Pre-tax, Roth, and/or After-tax contributions. (The allowable percentage of contributions may change from time to time depending on Savings Plan test results required by law.)

- If you were hired before January 1, 2019 (or if you were originally hired before that date, your employment terminates, and you are rehired before a five-year break in service), increase your savings by receiving a Company Matching contribution of at least 50 cents for every dollar you contribute, up to the first 6% of your Compensation (but not exceeding 3% of your Compensation during any pay period). If you have at least 20 Years of Service, you can receive a Company Matching contribution of approximately 67 cents for each dollar you contribute, up to the first 6% of your Compensation (but not exceeding 4% of your Compensation during any pay period).

- If you were hired on or after January 1, 2019 (or rehired on or after that date following a five-year break in service), increase your savings by receiving a Company Matching contribution of one dollar for each dollar you contribute, up to the first 4%, 5%, 6% or 7% of your Compensation, depending on your Years of Service.

- Accumulate your savings, the Company Matching contribution, and your investment earnings on a tax-deferred basis for as long as these assets are kept in the Savings Plan.

- Choose between eight core investment options and eleven Target Date funds.

- Withdraw all or part of your Savings Plan account at specified times; or borrow funds from your Savings Plan account without the taxes and penalties usually associated with withdrawals.

These and other important features of the Savings Plan are described in more detail in this summary. If there is a conflict between this Savings Plan summary and the Savings Plan document, the Savings Plan document will govern.

Benefits described in the Summary Plan Description (SPD) are current as of the date indicated at the bottom on the page. Dominion Energy may subsequently provide additional materials that supplement, update or amend the SPD to provide you with information regarding changes to your benefits.

IMPORTANT CONTACT INFORMATION

Day-to-day administration of the Savings Plan is provided by Voya Institutional Plan Services, LLC (Voya®). Enrollment requests, contribution and investment elections, beneficiary designations, distribution requests, and other transactions can be handled by calling the **Dominion Energy Savings Plan Service Center** at 888-DOM401K (888-366-4015) (for hearing impaired call 800-579-5708). Customer service representatives are available from 8:00 a.m. to 10:00 p.m., Eastern Time, Monday through Friday (excluding stock market holidays), to assist with your questions or transactions related to the Savings Plan.

You can also access your account, obtain plan information, and perform transactions online anytime through the Savings Plan's website at **DominionEnergy401k.voya.com**.

ELIGIBILITY

Participation in the Savings Plan is voluntary. You are eligible to participate in the Savings Plan on the date your employment begins if the following conditions are met:

- You are employed by Dominion Energy as a regular full-time or part-time employee; and
- You are at least 18 years old;
- You are scheduled to work or actually work at least 1,000 hours in a twelve (12) month period; and
- You are a "Union Eligible Employee" employed with Dominion Energy in a job classification represented for collective bargaining purposes by The Gas Workers Union, Local G555, Utility Workers Union of America, AFL-CIO ("Union").

You may not participate in the Savings Plan if:

- You are classified by Dominion Energy as an independent contractor.
- You are classified by Dominion Energy as a contractor hired through an agency.
- You are classified by Dominion Energy as a "leased employee."
- You are a member of a collective bargaining unit that has not accepted the terms of the Savings Plan.
- You are a non-resident alien.
- You are employed by Dominion Energy on a limited-term basis or with respect to specific tasks or projects.
- You are classified by Dominion Energy as a co-op student or work study-employee (including interns).

You remained a participant in the Savings Plan if, prior to January 1, 2002, you were a participant in the Predecessor Plan. You also became a participant in the Savings Plan if you were a participant in the

River Gas Plan as of December 31, 2007, or if you were a participant in the West Ohio Plan as of June 30, 2013.

ENROLLMENT

Once you meet the eligibility requirements, you may enroll in the Savings Plan by calling the Dominion Energy Savings Service Center. You can also enroll online at DominionEnergy401k.voya.com. Enrollment is effective as soon as administratively feasible following the date on which you make your election to enroll, depending on when you call and the payroll change cut-off dates.

ENROLLMENT KIT

You will receive a Savings Plan Enrollment Kit from Voya, usually within 30 days of your employment. The kit will be mailed to your address of record. Your kit will include information and a worksheet to assist you in making the important decisions necessary to participate in the Savings Plan.

You will have to decide:

- What percentage of Compensation you want to save. "Compensation" means your actual base pay received (base pay includes shift premiums payable under the terms of the collective bargaining agreement), excluding commissions, overtime, bonuses, fees, allowances, and other special payments. Compensation does include merit lump sum payments. A "merit lump sum payment" is any monetary award, or portion of a monetary award, for individual performance paid as a lump sum in lieu of a base salary increase as part of Dominion Energy's merit pay program. Compensation also includes the following items:
  - Wages or salary paid during authorized absence from work;
  - Amounts paid in lieu of time off for a “paid” holiday;
  - Extra pay in lieu of vacation while Employee status is retained;
  - Pay in lieu of notice of lay-off, limited to the period, if any, during which Employee status is retained;
  - Sickness/Disability and Workers' Compensation benefits paid by Dominion Energy.

- Whether you will make Pre-tax, After-tax or Roth contributions, or some combination of the three.
  Note: Pre-tax contributions you make to the Savings Plan will not reduce your Compensation for the purpose of calculating other benefits, such as retirement, life insurance, and Social Security contributions. Pre-tax deductions for health care benefits also will not reduce your Compensation for the purpose of calculating your contributions to the Savings Plan.

- The specific funds where you will invest your contributions. If you do not make an investment election, any amounts you elect to contribute will be placed in the Target Retirement Trust Plus corresponding with your age (assuming retirement at age 65), which serves as the default investment option.

- Whether you wish to participate in the Stock Dividend Reinvestment Program (if you are investing in the Dominion Energy Stock Fund).

- Whether you wish to have your Pre-tax contributions, if any, converted to After-tax contributions once you meet the combined limit on Pre-tax and Roth contributions for the year.

- Whether you wish to have your investments automatically rebalanced periodically to maintain a specific allocation level among the investment options you choose.

You may enroll through the Dominion Energy Savings Plan Service Center, or through the Savings Plan's website.

AUTOMATIC ENROLLMENT

If you are hired on or after January 1, 2010 (or rehired on or after that date), once you meet the eligibility requirements, and unless you specifically elect otherwise, you will automatically be enrolled in the Savings Plan for a contribution equal to 4% of your Compensation. Your enrollment will become effective approximately 45 days after your initial hire date (or the first date you otherwise meet the Savings Plan eligibility requirements).

At any time before or after your automatic enrollment period, you may elect to enroll in the Savings Plan at a contribution rate higher or lower than 4%, or you may opt out of participating in the Savings Plan, by calling the Dominion Energy Savings Plan Service Center or logging on to the Savings Plan website. Enrollment elections made in this manner are effective as soon as administratively feasible following the date on which you make your election, depending on when you call or log in and the payroll change cut-off dates.

PIN AND ACCOUNT SECURITY

To ensure that your personal information is kept safe and all transactions are made in a secure environment, you are required to enter your Social Security number and a Personal Identification Number (PIN) when you call the Dominion Energy Savings Plan Service Center or access the website. A letter that contains your initial PIN and Passcode will be sent to your address on file, under separate cover. If you have not received this information prior to when you are ready to enroll or change the default elections, or if you have questions about your automatic enrollment, please call the Dominion Energy Savings Service Center for assistance. When you log in to the website for the first time, be sure to register your account. Select *Register Now* and follow the instructions to personalize your account access and set up a strong password. This will make your personal and financial information more secure and help protect your account.

BENEFICIARY

You may make or change your beneficiary designation either online through the website or you may request a Savings Plan Beneficiary Form from the Dominion Energy Savings Plan Service Center.

- If you are married and name someone other than your spouse as your beneficiary, your spouse must agree to your choice of that beneficiary by signing a Spousal Consent portion of a Beneficiary Designation form in the presence of a notary public. You may print a copy of this form from the Savings Plan website or request a form through the Dominion Energy Savings Plan Service Center. After the completed form is received and reviewed by Voya, you will receive a confirmation of your elections in the mail.

- If, at the time of your death, you are not married and have not designated a Beneficiary, your Beneficiary will be your estate.

RE-EMPLOYMENT

If you are re-employed with Dominion Energy, you will automatically be enrolled in the Savings Plan once you meet the eligibility requirements, unless you opt out of participation. Please see “Automatic Enrollment” above for details.

YOUR SAVINGS PLAN ACCOUNT

Your Savings Plan account includes:

- Your Pre-tax contributions
- Your After-tax contributions
- Your Roth contributions
- The Company Matching contributions.
- Any rollover contributions credited to your account and transferred from other plans.
- All contributions incorporated from any prior plans that were merged into this Savings Plan.
- Investment earnings on all of the contributions listed above.

Savings Plan accounts are valued each business day. You will receive a quarterly Savings Plan statement showing a summary of your transactions and account balances for the period. Account balances shown on the statement will be as of the last business day of the calendar quarter. The statements will typically be mailed to your address of record within 20 business days after the end of the quarter.

Current information on your account balance is available each day through the Dominion Energy Savings Plan Service Center, and a printed statement of your account is available upon request at any time through a customer service representative. You may also obtain information on your account through the Savings Plan's website.

YOUR CONTRIBUTION ELECTIONS

You can contribute from 2% to 50% (in whole percentages) of your Compensation per payroll period to the Savings Plan. Your contributions are made through payroll deduction. Whenever your Compensation changes, the dollar amount of your contribution changes automatically.

The Savings Plan contributions can be made in the following combinations:

- Pre-tax 401(k) Option: From 2% to 50% of Compensation.
- After-tax Option: From 2% to 20% of Compensation.
- Roth 401(k) Option: From 2% to 50% of Compensation
- Maximum total under Pre-tax 401(k), Roth 401(k) & After-tax Options: 50% of Compensation

Contributions may be limited for certain highly compensated employees if necessary for the Savings Plan to pass annual nondiscrimination tests.

AUTO-SAVE

You may elect to have your contribution percentage increase automatically each year through the Auto-Save feature. This feature allows you to choose an automatic increase percent (in 1% increments), a target percent (maximum 50%) and an annual auto increase date. If you elect to participate in the Auto Save feature, you will be mailed a confirmation statement approximately 30 days prior to the Auto-Save increase date. If you later choose not to have the increase occur, you may cancel or change your Auto-Save election. Auto-Save elections, changes and cancellations may be made through the Savings Plan's website or by calling the Dominion Energy Savings Plan Service Center.

CONTRIBUTION LIMITATIONS

You can elect to defer taxes on a portion of your pay through the Pre-tax 401(k) Option and make Roth 401(k) and/or After-tax contributions at the same time. If you elect to defer the maximum 50% of your Compensation as a Pre-tax contribution, you will not be allowed to make a Roth or After-tax contribution. There are three additional limitations imposed on Savings Plan contributions by Internal Revenue Service ("IRS") regulations:

- If you are considered "highly compensated" under the Internal Revenue Code ("Code"), you may be limited to a maximum percentage of your Compensation as Pre-tax contributions (the actual percentage you are limited to will be communicated as necessary).
- All participants are limited to a maximum annual Pre-tax contribution dollar limit. This limit is $22,500 for 2023 (unless you are eligible for "catch up" contributions, see below).
- The total of your contributions and Company Matching contributions cannot exceed another limit. This limit is the lesser of $66,000 or 100% of your total compensation in 2023.

These limitations apply to the combined contributions for all plans in which you participate. The Savings Plan Administrator will monitor your contributions levels, but you are also advised to check your individual participant account statements carefully and to promptly report all over-contributions or other inaccuracies.

HIGHLY COMPENSATED EMPLOYEES

You are considered "highly compensated" for the 2023 plan year if your <u>taxable</u> compensation (as defined in the Savings Plan document) in 2022 was more than $135,000 and you are in the top-paid 20% of all employees when ranked by <u>taxable</u> compensation. This $135,000 threshold applies for 2023, but this amount is subject to adjustment in future years by the IRS. If you are considered "highly compensated" under these rules, your percentage limit on Pre-tax and/or Roth contributions may be lower than the 50% limit that applies to other employees. The maximum percentage that highly compensated employees may contribute as Pre-tax and/or Roth contributions for each plan year is determined by annual non-discrimination tests that are required under the Code and IRS regulations for each plan year. You will be notified as early as possible during the plan year if these limits will affect you for that year.

PRE-TAX AND ROTH 401(K) OPTIONS

Pre-tax Contributions

The Pre-tax 401(k) Option allows you to contribute to the Savings Plan with pre-tax dollars. You may contribute from 2% to 50% (in whole percentages) of your Compensation *before* federal and state income taxes (except Pennsylvania) are withheld. If you are defined as a "highly compensated" employee under the Code, then your contribution amounts may be limited. Your Pre-tax contributions (plus earnings) will not be taxable until the money is actually paid to you from your account. In exchange for this tax advantage, *the IRS restricts your withdrawals from your Pre-tax Contribution Account while you are employed.* Your Pre-tax contributions are subject to Social Security taxes.

Roth Contributions

The Roth 401(k) Option allows you to contribute to the Savings Plan with after-tax dollars, which means you will pay all applicable federal and state taxes at the time of the contribution. You may contribute from 2% to 50% (in whole percentages) of your Compensation as a Roth contribution. If you are defined as a "highly compensated" employee under the Code, then your combined Pre-tax and Roth contribution amounts may be limited. Your Roth contributions will not be taxable when the money is paid to you from your account. Further, the investment earnings on your Roth contributions will not be taxable when you receive a distribution, provided the distribution meets the criteria for a “Qualified Roth Distribution” (see “Tax Treatment of Distributions and Withdrawals”). In exchange for this tax advantage, *the IRS restricts your withdrawals from your Roth Contribution Account while you are employed.*

“Catch-Up” Contributions

A participant who either will reach age 50 on or before December 31 or already has attained age 50 may make a “catch-up” contribution each year. If you are contributing the maximum percentage of combined Pre-tax and Roth contributions permitted by the plan (50%), or your combined Pre-tax and Roth contributions meet the annual deferral limit ($22,500 for 2023), you may elect to contribute up to an additional $7,500 in combined Pre-tax and/or Roth contributions to your account during 2023. This amount is subject to future adjustment by the Internal Revenue Service. “Catch-Up” contributions are not eligible for Company Matching contributions and are not subject to any automatic escalation election you make under the Auto-Save feature.

Catch-up contribution elections may be made by calling the Dominion Energy Savings Plan Service Center and speaking to a customer service representative or by visiting the Savings Plan website. Your deductions will begin as soon as administratively possible after your election is made.

The final adjustment for “catch-up” contributions cannot be determined until the level of all contributions is assessed at the end of the year. Voya will be monitoring the eligibility for “catch-up” contributions and will adjust, after the end of the Plan Year, the amount of your actual “catch-up” contribution based on applicable plan and tax limits.

You can change your election for contributions, including your “catch-up” contribution election, at any time. Your “catch-up” contributions will continue until you change your election or you reach the maximum limit ($7,500 in 2023). If you do not change your election, it will continue in place for future years. Please note that you will need to adjust your election annually to maximize your “catch-up” contribution as the IRS increases the maximum dollar limit.

Combined Pre-Tax and Roth Contributions in Excess of Annual Maximum Dollar Limit

If your combined Pre-tax and Roth contributions reach the maximum dollar limit during the year, your Roth contributions will stop, but your Pre-tax contribution deferral percentage will automatically be added to your After-tax contribution deferral percentage for the remainder of the year, not to exceed the maximum After-tax contribution percentage of 20%. If your After-tax contributions deferral percentage is zero, then your Pre-tax contributions deferral percentage will automatically become your After-tax contributions deferral percentage for the remainder of the year, not to exceed the maximum After-tax contribution percentage of 20%. For example, if your Pre-tax deferral percentage is 10%, your Roth deferral percentage is 10%, and your After-tax deferral percentage is 5%, if and when your combined Pre-tax and Roth contributions reach the maximum annual dollar limit, your After-tax deferral will become 15% and your Roth contributions will stop. You may change your contribution percentages at any time.

You may also elect to have your Pre-tax contributions stop automatically as soon as you reach the maximum dollar limit, rather than having contributions continue as After-tax (although you could miss out on Company Matching contributions if your contributions stop before the end of the year). See the section entitled “To Change or Stop Your Contributions” for further details.

AFTER-TAX OPTION

You also can save from 2% to 20% (in whole percentages) of your Compensation under the After-tax Option. Unlike Pre-tax contributions, After-tax contributions do not reduce your taxable income. Any earnings on your After-tax contributions are tax deferred until withdrawn from the Savings Plan. You can make two withdrawals per calendar year from your After-tax Contributions Account while you are employed.

PRE-TAX 401(k), ROTH 401(k), OR AFTER-TAX OPTIONS

What are the differences and trade-offs between the Pre-tax 401(k) Option, the Roth 401(k) Option, and the After-tax Option?

The major differences are: (1) the tax treatment of your contributions and investment earnings; and (2) when you can withdraw the money you put into the Savings Plan.

The following table shows the major similarities and differences between the Pre-tax 401(k) Option, the Roth 401(k) Option, and the After-tax Option. Remember, the maximum for combined contributions under all three options is 50% (reduced percentages apply as required by law).

FEATURE	AFTER-TAX OPTION	PRE-TAX 401(K) OPTION	ROTH 401(K) OPTION
Contribution Amount	2% to 20%	2% to 50% (reduced % for highly compensated employees)	2% to 50% (reduced % for highly compensated employees)
Company Matching contribution	Same	Same	Same
Vesting Rules	Same	Same	Same
Loan Rules	Same	Same	Same
Withdrawal of Your Contributions	Permitted annually	Very Limited	Very Limited
Withdrawal of Associated, Vested Match	Permitted annually (after the amounts have been in your account for at least 24 months)	Permitted annually (after the amounts have been in your account for at least 24 months)	Permitted annually (after the amounts have been in your account for at least 24 months)
Taxation of Your Contribution	Taxed currently	Taxed when withdrawn from Savings Plan	Taxed currently
Taxation of Investment Earnings on Contributions	Taxed when withdrawn from Savings Plan	Taxed when withdrawn from Savings Plan	Not taxed if withdrawn in a Qualified Roth Distribution

You should consider many factors when deciding whether Pre-tax, After-tax and/or Roth contributions are right for you. You should evaluate your current financial situation, as well as future financial needs, taking into account the following:

- The number of years until you retire (the longer you have to save, the more time your earnings can grow tax-free);
- Your current income tax rate;
- Your income tax assumptions (will tax rates be higher in the future than they are today?); and
- Your expected income tax rate at retirement.

It is recommended that you consult with your own personal tax or financial advisor to determine the best savings approach for you. You may also find more information, including a Roth 401(k) guide containing a calculator and comparison of the various contribution types, on the Savings Plan website.

Withdrawals

Unless you incur a financial hardship as defined by the Savings Plan, contributions to the Savings Plan under the Pre-tax 401(k) Option and the Roth 401(k) Option cannot be withdrawn until you leave Dominion Energy, retire, become disabled, reach age 59½, or die. Contributions to the Savings Plan under the After-tax Option and the investment earnings on those contributions can be withdrawn even if you are still employee and have not reached age 59½.

See the section entitled “Withdrawals While Employed” that appears later for more detailed information, including limitations on the number and type of withdrawals you may take each year.

Tax Treatment

If you contribute to the Savings Plan under the Pre-tax 401(k) Option, the money you contribute will not be taxed until you withdraw it from the Savings Plan. Assume that you earn $50,000 a year in Compensation and that you want to save 6% of your Compensation. The table that follows shows the impact on your current pay if you save 6% with the Pre-tax 401(k) Option, as compared with saving 6% under the Roth 401(k) Option or After-tax Option.

	PRE-TAX 401(K) OPTION	AFTER-TAX AND ROTH OPTIONS
Annual Compensation	$50,000	$50,000
6% Saved Pre-tax 401(k)	- 3,000	- 0
Taxable Compensation	$47,000	$50,000
Federal Income Tax*	- 2,230	- 2,590
Subtotal	$44,770	$47,410
6% Saved After-Tax	- 0	- 3,000
Take-Home Compensation	$44,770	$44,410
Additional Net Compensation	$360	- 0 -
* Note: Federal tax estimates based on 2022 rates; married filing jointly and standard deduction. State tax not included in this example.		

As the above example illustrates, even though you have contributed the same dollar amount to the Savings Plan, you have $360 more in current take-home pay with the Pre-tax 401(k) Option. It is also important to remember that amounts you contribute under the Pre-tax 401(k) Option will be taxed at the tax rate applicable to you in the future when you withdraw those funds; that future tax rate may be higher or lower than the tax rate applicable to you now.

When you contribute on a Pre-tax or After-tax basis, investment earnings on your savings are not taxed until you receive a distribution from the Savings Plan. When you make a Roth contribution, however, investment earnings on your savings are not taxed at all, provided you receive the funds in a Qualified Roth Distribution (see "Tax Treatment of Distributions and Withdrawals"); if your distribution is not a Qualified Roth Distribution, the earnings on your Roth contributions will be subject to taxes at the time of the payment.

For additional information, including examples of how the different tax treatment of each contribution type can affect your overall retirement savings, please see the Roth 401(k) guide on the Savings Plan website.

ROLLOVER CONTRIBUTIONS

You may also make Rollover contributions to the Savings Plan when transferring your account from another qualified plan, a Code Section 403(b) plan, a Code Section 457 governmental plan or individual retirement account ("IRA") into your account in the Savings Plan. You do not have to be a participant in the Savings Plan before making a Rollover contribution. To make a Rollover contribution, you must request a *Rollover Contribution Form* by calling the Dominion Energy Savings Plan Service Center or visiting the Savings Plan's website. Your Rollover contributions to the Savings Plan will be deposited in your account within 3 to 5 business days from the date Voya receives your properly completed form and payment.

You may roll over all or a portion of a distribution from another unrelated employer's retirement plan to the Savings Plan provided that the distributing plan was qualified under Section 401(a), 403(b) or 457(b) of the Code and:

- The distribution was not a required minimum distribution;
- The distribution was not part of a series of substantially equal periodic payments paid at least annually over 10 or more years, your lifetime, or the lifetimes of you and your beneficiary; and
- The distribution was not a hardship withdrawal.

You may elect a direct rollover, an indirect rollover, or a rollover from an IRA, as explained below:

- A direct rollover to be made by the plan administrator of your former employer's qualified plan by a check made payable directly to the Savings Plan, as required by the Savings Plan Administrator, and described on the *Rollover Contribution Form*. A direct rollover may include After-tax or Roth contributions.
- An indirect rollover to be made by writing a personal check payable to the Savings Plan, as required by the Savings Plan Administrator and described on the *Rollover Contribution Form*, for all or a portion of the taxable distribution you previously received from your former employer's qualified plan, as long as you do so within 60 days of the date your account was distributed to you.
- A rollover of all or part of the taxable portion of an IRA owned in your name by a check made payable directly to the Savings Plan, as required by the Savings Plan Administrator and described on the *Rollover Contribution Form.*

COMPANY MATCHING CONTRIBUTIONS

EMPLOYEES HIRED BEFORE JANUARY 1, 2019

If you were hired before January 1, 2019, and you have fewer than 20 Years of Service with Dominion Energy, Dominion Energy matches 50 cents for each dollar you contribute, up to the first 6% of your Compensation (but the match will not exceed 3% of your Compensation during any pay period).

If you have at least 20 Years of Service with Dominion Energy, Dominion Energy will increase the amount of the match to approximately 67 cents for each dollar you contribute, up to the first 6% of your Compensation (but the match will not exceed 4% of your Compensation during any pay period).

Example for Monthly Pay Periods

If you have fewer than 20 Years of Service with Dominion Energy, you earned $3,333.33 in Compensation each pay period, and you contributed 6% to the Savings Plan for 12 months, your contribution to the Savings Plan for the year would be $2,400. Each pay period, Dominion Energy would add 50 cents for each dollar you saved, or $1,200 (for 12 months). So, you would have a total of $3,600 ($2,400 + $1,200) contributed to the Savings Plan on your behalf for a 12-month period.

However, if you saved 8% of your Compensation, or $3,200, the Company Matching contribution would still be $1,200 because the Company Matching contribution is applied only to the first 6% of your contributions.

The following chart shows some sample contribution combinations and the associated Company Matching contribution (if you have less than 20 Years of Service):

SAMPLE COMBINATIONS (Based on % of Compensation)				
Pre-tax	2%	4%	9%	25%
After-tax	0%	2%	3%	0%
Roth	2%	2%	0%	3%
Total payroll deduction	4%	8%	12%	28%
Company Matching contribution	2%	3%	3%	3%
Total contributions to your account(s)	**6%**	**11%**	**15%**	**31%**

EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2019

If you were hired on or after January 1, 2019, Dominion Energy will match your contributions to the Savings Plan based on the following schedule:

Years of Service	Matching Contribution
Fewer than 5	100% match on first 4% of Compensation
At least 5 but fewer than 15	100% match on first 5% of Compensation
At least 15 but fewer than 25	100% match on first 6% of Compensation
25 or more	100% match on first 7% of Compensation

For purposes of the above chart, you are credited with a Year of Service for each 12-month period of employment you have with Dominion Energy. If your employment with Dominion Energy is terminated and Dominion Energy reemploys you after you incur a Break-in-Service (defined under “Vesting”), all Years of Service before your Break-in-Service will be disregarded. If Dominion Energy reemploys you before you incur a Break-in-Service, your prior Years of Service will be reinstated upon your reemployment.

Employees Rehired on or After January 1, 2019: Coordination with Pension Formula

If you are rehired on or after January 1, 2019, and you are eligible to participate in the Cash Balance formula of the Dominion Energy Ohio Union Pension Plan upon your rehire, you will receive matching contributions as described under “Employees Hired on or After January 1, 2019.” Your “Years of Service” for purposes of determining your matching contribution will be the same as your years of “Credited Service” under the pension plan’s Cash Balance formula.

If you are rehired on or after January 1, 2019, and you are eligible to participate in the Traditional formula of the Dominion Energy Ohio Union Pension Plan upon your rehire, you will receive matching contributions as described under “Employees Hired Before January 1, 2019.”

IMPORTANT NOTES ON MATCHING CONTRIBUTIONS

Please keep in mind that if you discontinue contributions because you reach the annual pre-tax limit ($22,500 in 2023), or for any other reason, the Company Matching contributions will also be discontinued.

Rollover and catch-up contributions are not eligible for Company Matching contributions.

All Matching contributions made by Dominion Energy will be invested in accordance with your investment elections. If you do not make an investment election, Company Matching contributions will be invested in the Target Retirement Fund corresponding with your age (assuming retirement at age 65), which serves as the default investment fund. Please see “INVESTMENT OPTIONS” below for more information on making your investment elections.

TO CHANGE OR STOP YOUR CONTRIBUTIONS

CHANGING YOUR CONTRIBUTIONS PERCENTAGE

You can change the amount of your contributions to the Savings Plan any time by calling the Dominion Energy Savings Service Center or visiting the Savings Plan's website. Your new contribution percentage will be deducted from your next or subsequent paycheck, depending on when you complete your request and the payroll change cut-off dates in effect at the time of your request.

SUSPENDING CONTRIBUTIONS

You can stop your contributions to the Savings Plan any time by calling the Dominion Energy Savings Plan Service Center or visiting the Savings Plan’s website. Your contribution percentage will be deducted from subsequent paychecks, depending on when you complete your request and the payroll change cut-off dates in effect at the time of your request.

If you suspend your contributions to one of the three savings options but still contribute to another, Dominion Energy continues to match the contributions that you make (up to the first 6% of your

Compensation). However, if you discontinue your contributions altogether, *Company Matching contributions will stop.*

RESUMING YOUR CONTRIBUTIONS

You can resume contributions at any time by calling the Dominion Energy Savings Plan Service Center or visiting the Savings Plan's website. Your new contribution percentage will be deducted from subsequent paychecks, depending on when you complete your request and the payroll change cut-off dates in effect at the time of your request.

INVESTMENT OPTIONS

You decide how you want your contributions and any Company Matching contributions invested. The Savings Plan currently offers a choice of eight core investment funds and eleven Target Date funds:

CORE FUNDS	TARGET DATE FUNDS
Money Market Fund Intermediate Bond Fund S&P 500 Index Fund Small/Mid Cap Equity Index Fund Small Cap Equity Fund International Equity Fund International Equity Index Fund Dominion Energy Stock Fund	Target Retirement Income Trust Plus Target Retirement 2020 Trust Plus Target Retirement 2025 Trust Plus Target Retirement 2030 Trust Plus Target Retirement 2035 Trust Plus Target Retirement 2040 Trust Plus Target Retirement 2045 Trust Plus Target Retirement 2050 Trust Plus Target Retirement 2055 Trust Plus Target Retirement 2060 Trust Plus Target Retirement 2065 Trust Plus

The investment options will, at all times, be identical to those under the Dominion Energy Salaried Savings Plan and are subject to change as changes are made under that plan.

Each fund takes a different approach to investing and each has a different type of investment risk. Together, these funds provide the opportunity to develop investment combinations to suit your savings objectives.

A full description of each of the investment options, including a description of the fund, the fund's investment strategy, the fund's portfolio investments, and management fees, will be provided to you at no charge by calling the Dominion Energy Savings Plan Service Center or through the website.

DOMINION ENERGY STOCK FUND

Fund Description

The Dominion Energy Stock Fund invests in Dominion Energy, Inc. common stock only. Dominion Energy, Inc. common stock trades on the New York Stock Exchange and is listed in the newspaper financial pages as "D."

Dividends are reinvested in the Dominion Energy Stock Fund unless you elect to receive cash dividends (see the Stock Dividend Reinvestment Program section for more details). Through a proxy that is mailed to you each year, you are able to direct the Trustee how to vote the shares that have been allocated to your account. You may make transfers from this fund to other funds, subject to certain limitations. See the Investment Transfer and Daily Valuation section that appears later.

Information relating to the purchase, holding and sale of Dominion Energy common stock and the exercise of voting, tender and similar rights with respect to such stock by you or your beneficiary will be maintained in accordance with procedures which are designed to safeguard the confidentiality of such information, except to the extent necessary to comply with Federal or state laws.

Investment Strategy and Risk

Your contributions to the Dominion Energy Stock Fund are invested by the Savings Plan Trustee directly into Dominion Energy common stock. Investment in Dominion Energy common stock is the primary objective of this fund. The Dominion Energy Stock Fund's return is generated by capital gains/losses and dividends paid on Dominion Energy common stock.

As a single-security fund, the Dominion Energy Stock Fund is considered the highest risk fund among the Savings Plan choices. There is no diversification within the fund between other stocks or asset categories to reduce risk. If you invest solely in Dominion Energy common stock, your entire return is completely dependent on the performance of one entity. The value of the portion of your Savings Plan account that is invested in the Dominion Energy Stock Fund will go up or down as the market price of Dominion Energy common stock changes. This change is reflected on your statement as "Change in Market Value."

Management Fees

Purchases and sales of Dominion Energy, Inc. stock through the Dominion Energy Stock Fund incur some brokerage commissions, and investments in the fund are net of any such commissions.

Stock Dividend Reinvestment Program

Normally, any dividends paid on Dominion Energy common stock invested in the Dominion Energy Stock Fund under the Savings Plan are reinvested in the Company Stock Fund. However, you may instead elect to receive direct payment of any cash dividends paid on Dominion Energy common stock held in the vested portion of your account that is invested in the Dominion Energy Stock Fund.

You may choose to participate (or stop participating) in the Stock Dividend Reinvestment Program by calling the Dominion Energy Savings Plan Service Center or visiting the Savings Plan's website. You may change your election at any time. The election on file as of 4:00 PM Eastern Time on the dividend payment date will determine whether an eligible dividend is paid in cash or is reinvested.

You can receive cash dividend distributions from the Savings Plan while an active employee without paying the IRS a 10% tax penalty normally due on an early (pre-age 59½) distribution. However, the cash dividends are taxable as income to you and will be reported on a Form 1099-R for the year in which they are paid. Neither the Plan Administrator nor Voya will withhold taxes on the cash dividends you receive. Therefore, you may need to adjust the income taxes being withheld from your pay to avoid potential under-withholding penalties imposed by the IRS. Consult your tax advisor to understand how this would affect you.

Notice of Your Rights Concerning Employer Securities

This section informs you of an important federal law that provides specific rights concerning investments in employer securities (Dominion Energy stock). Because you may now or in the future have investments in the Dominion Energy Stock Fund under the Savings Plan, you should take the time to read this section carefully.

The Plan allows you to elect to move any portion of your account that is invested in Dominion Energy stock from that investment into other investment alternatives under the Plan. This right extends to all Dominion Energy stock held under the Plan. The Savings Plan gives participants the right to diversify investments in the Dominion Energy Stock Fund ***at any time*** by calling the Dominion Energy Savings Plan Service Center or by accessing the Savings Plan website. Proceeds from a sale from the Dominion Energy Stock Fund may be reinvested in any other investment fund available under the Plan. In deciding whether to exercise this right, you will want to give careful consideration to the information below that describes the importance of diversification.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk. Therefore, you should carefully consider the rights described in this section and how these rights affect the amount of money that you invest in Dominion Energy stock through the Plan.

It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the Plan to help ensure that your retirement savings will meet your retirement goals.

If you have any questions about your rights under this law, including how to make investment elections, contact the Dominion Energy Savings Plan Service Center.

MAKING YOUR INVESTMENT DECISION

The Savings Plan is intended to meet the requirements of Section 404(c) of the Employee Retirement Income Security Act of 1974 (“ERISA”) and Section 2550.404(c)-1 of Title 29 of the Code of Federal Regulations. Under Section 404(c) of ERISA, fiduciaries of the Savings Plan may be relieved of liability for any losses that are the direct and necessary result of investment instructions given by participants or beneficiaries.

If you do not choose to allocate your contributions, any amounts you elect to contribute will be placed in the Target Retirement Trust Plus corresponding with your age (assuming retirement at age 65), which serves as the default investment option.

CHANGES IN INVESTMENT ELECTIONS

Your investment election for your future contributions can be changed at any time by calling the Dominion Energy Savings Plan Service Center, or by visiting the Savings Plan’s website. Changes will be effective with the next or subsequent pay period, depending on when you complete your request and the investment elections change cut-off dates in effect at the time of your request. Your investment election for a particular fund may be made in increments as small as 1%; of course, your complete election must total 100%. You can invest all of your contributions in one fund, invest in all of the funds, or use any number of the available funds. A customer service representative or the Savings Plan’s website will take you through the investment election change process, and a confirmation of your election(s) will be mailed to you.

INVESTMENT TRANSFER AND DAILY VALUATION

The value of your past contributions, Company Matching contributions and the earnings attributable to such contributions may be transferred between investment funds on a daily basis. The market value of your account is determined every business day under the daily valuation record keeping system. This up-to-date market value of your account can be obtained by calling the Dominion Energy Savings Plan Service Center or by visiting the Savings Plan's website. Using this daily valuation feature, you can transfer specific amounts out of your existing fund balances, in 1% increments, and transfer the amounts into any of the other fund options provided under the Savings Plan. A customer service representative or the Savings Plan's website will guide you through the transfer process. You can also make transfers between specific funds in dollar amounts instead of making percentage transfer elections, again through a customer service representative or the website.

Valuation of Transfers

Transfers both in and out of funds, except the Dominion Energy Stock Fund, will be at the closing market price as of the day of your call, as long as your call is completed and confirmed before 4:00 PM Eastern Time (or by market close, if earlier). (The funds reserve the right to discontinue or suspend this privilege upon notice to Savings Plan participants.)

For transfers involving the purchase or sale of shares of Dominion Energy common stock, the purchase or sales price will be calculated as a blended or average price based on all transactions occurring on the date the purchase or sale is processed and will be net of any sales commission. Transfers into the Dominion Energy Stock Fund will generally be processed on the following business day after the transfer request is completed, provided the request is completed before 4:00 PM Eastern Time (or by market close, if earlier). Transfers out of the Dominion Energy Stock Fund will generally be processed on the same day if the transfer request is completed before 3:30 PM Eastern Time (or 30 minutes before market close, if earlier) As noted above, the purchase or sale price is calculated as a blended or average price for the day the transaction is processed, which means the purchase or sales price will not be the same as the closing market price on the processing date. Proceeds of the sale will be invested in the funds you are purchasing as of the same day the stock is sold.

AUTOMATIC INVESTMENT REBALANCING

Over time, due to differences in market performance among the different investment options, you may find that your account is no longer invested among your chosen funds in the same proportion as you initially elected. To help you maintain your desired investment allocations over time, the Savings Plan allows you to have your account automatically rebalanced according to your investment allocations on file for future contributions. You may set a rebalance frequency of quarterly, semiannually, or annually, or you may have your account rebalanced on a one-time basis at any time. To set up automatic rebalancing for your account, speak with a customer service representative at the Dominion Energy Savings Plan Service Center, or access your account online on the Savings Plan’s website.

VESTING

Vesting refers to your non-forfeitable right to part or all of the value of your account. For example, if you terminate employment and are vested in Company Matching contributions, you have a right to receive those contributions when you leave.

VESTING OF YOUR CONTRIBUTIONS

You are always vested in the value of your employee Pre-tax, After-tax, Roth and Rollover contributions and the investment earnings on those contributions.

VESTING OF COMPANY MATCHING CONTRIBUTIONS

You are vested in the value of the Company Matching contributions and the investment earnings on those contributions if you meet any one of the following criteria:

- You have three Years of Service with Dominion Energy.
- You retire.
- You die while employed by Dominion Energy.
- You become totally and permanently disabled (as determined under Dominion Energy's Long Term Disability Plan) while employed by Dominion Energy.
- You terminate employment with Dominion Energy on or after attaining age 65.
- You lose your job due to a Dominion Energy-ordered layoff.

It is important to note that although all or a portion of your account may be vested, the value of such vested accounts will fluctuate based on the performance of the investment funds.

If the Savings Plan is terminated or if there is a complete discontinuance of contributions to the Savings Plan, your interest in your account will automatically become fully vested.

YEARS OF SERVICE

You are credited with a Year of Service for each 12-month period of employment you have with Dominion Energy. This includes credit for the Years of Service credited to you under any predecessor plan that was merged into this plan. If you are absent from service but then rehired before incurring a "One-Year Period of Severance" (defined in the next section), the period of your absence will be included in your Years of Service.

If your employment with Dominion Energy is terminated before you are vested in your Company Matching contributions and Dominion Energy reemploys you after you incur a Break-in-Service (defined in the next section), all Years of Service before such Break-in-Service will be disregarded for purposes of determining your vested interest in the Company Matching contributions. In all other cases, your prior Years of Service will be reinstated for vesting purposes upon your reemployment, regardless of how long you were absent from employment.

BREAK-IN-SERVICE

You incur a Break-in-Service if you incur a series of five consecutive "One-Year Periods of Severance." You incur a "One-Year Period of Severance" for every one-year period from your Severance from Service Date in which you are not employed by Dominion Energy. You incur a "Severance from Service Date" as of the first to occur of: (i) the date on which you terminate employment with Dominion Energy because you quit, are discharged, die or retire; or (ii) the first anniversary of the date on which you are absent (with or without pay) from employment with Dominion Energy for any other reason (such as vacation, holiday, sickness, disability, leave of absence, or layoff) if you are still absent as of your anniversary date.

You do not, however, have a Break-in-Service if you leave Dominion Energy:

- On an authorized leave of absence and return within 12 months;
- For active military service and return to Dominion Energy within the period of time prescribed by the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA"); or
- For your pregnancy, the birth or adoption of your child, or for the purpose of caring for your child immediately following their birth or adoption if such absence does not exceed two years.

WITHDRAWALS WHILE EMPLOYED

The Savings Plan is designed to encourage long-term savings, particularly for retirement. The full value of your vested accounts is available at retirement, termination of employment, death, and disability. However, there are provisions in the Savings Plan that allow you to make withdrawals while still actively employed by Dominion Energy.

You may request a withdrawal by calling the Dominion Energy Savings Plan Service Center or by visiting the Savings Plan's website. Withdrawals that are 100% cash and that do not involve the sale of Dominion Energy common stock will be valued at the closing market price of your funds being sold on the day of your request as long as your call is completed and confirmed before 4:00 PM Eastern Time or market close, if earlier. Otherwise, the withdrawal will be valued at the closing market price of your funds being sold on the next business day after your request is confirmed. If your withdrawal involves the sale of Dominion Energy common stock, the settlement process explained under "Investment Transfer and Daily Valuation" must be completed before the distribution can be processed. If you request shares to be distributed with respect to a withdrawal from your Company Stock Fund, a share registration process will need to occur, which will take approximately 5-10 business days to complete.

Please see "Tax Treatment of Distributions and Withdrawals" below for very important information on the tax impact of taking a withdrawal from the Savings Plan while employed.

WITHDRAWAL OF AFTER-TAX CONTRIBUTIONS, ROLLOVER AMOUNTS, AND COMPANY MATCHING CONTRIBUTIONS

Twice each calendar year, you can withdraw any amount up to the total value of your After-tax Contribution Account, your rollover amounts and investment earnings thereon, and your vested Company Matching contributions that have been in your account for at least 24 months and any investment earnings relating to Company Matching contributions. You may also withdraw these amounts as part of a "hardship withdrawal" (see below).

WITHDRAWAL OF PRE-TAX OR ROTH CONTRIBUTIONS

IRS regulations severely restrict withdrawals of your Pre-tax and Roth contributions from the Savings Plan while employed by Dominion Energy. You may make a withdrawal that includes Pre-tax or Roth contributions only if one of the following applies:

- **Age 59½ Withdrawal**. If you are age 59½ or older, in addition to the two withdrawals of After-tax, Rollover, and Company Matching contributions you may take each year, you are permitted *two additional* in-service withdrawals each year. In this case, Pre-tax and Roth contributions and investment earnings thereon may be included in these two additional in-service withdrawals, subject to the following:

- Pre-tax contributions and investment earnings thereon will be distributed only after other balances are withdrawn, as described under "Order of Withdrawals" below.
- You must make a separate election for a withdrawal from your Roth Contributions Account, due to the different tax treatment applicable to Roth contributions. This will not be treated as a separate withdrawal if you take it at the same time as a withdrawal from your non-Roth accounts. In other words, a Roth withdrawal taken at the same time as a withdrawal from your non-Roth accounts will be considered a single withdrawal against the two-per-year withdrawal limit, despite the need for a separate election. Please note, however, that there may be adverse tax consequences of a withdrawal from your Roth Contributions Account if it is not a Qualified Roth Distribution (see "Tax Treatment of Distributions and Withdrawals" below).

- **Hardship Withdrawal**. If you experience certain financial hardships as described in IRS regulations, you may obtain a "hardship withdrawal" at any time.

HARDSHIP WITHDRAWALS

A hardship withdrawal may be requested to satisfy an immediate and necessary financial need. There is no limit on the number of hardship withdrawals you may receive in a calendar year, and a hardship withdrawal will not count against any annual limit on other in-service withdrawals. To apply for a hardship withdrawal, you must call the Dominion Energy Savings Plan Service Center or visit the Savings Plan's website to request a hardship distribution kit. It will be mailed on the next business day following your request. Voya will evaluate your application in accordance with the "safe harbor" hardship withdrawal regulations issued by the IRS.

To qualify for a hardship withdrawal, the financial need must be one that cannot be met by other sources, including in-service withdrawals and Savings Plan loans. A Savings Plan loan is not required if the loan itself will cause subsequent financial hardship. A hardship withdrawal will only be granted if funds are needed to:

- Pay medical expenses of the employee, the employee's spouse or the employee's dependents.
- Purchase a principal residence (excluding mortgage payments).
- Pay post-secondary (college) tuition and related educational expenses, room and board for the employee, the employee's spouse or the employee's dependents for the next 12 months.
- Avoid eviction from or foreclosure on the employee's principal residence.
- Pay burial or funeral expenses of the employee's parent, spouse, children or other dependent.
- Pay home repair expenses related to certain casualty losses.
- Pay certain expenses related to losses incurred due to a federally-declared disaster.
- Certain other expenses or payments that are approved by the IRS.

ORDER OF WITHDRAWALS

In-service withdrawals from your non-Roth accounts, other than hardship withdrawals, are made in the following order:

- All or part of your After-tax contributions and investment earnings.
- All or part of a rollover account that you had transferred into the Savings Plan and investment earnings.
- All or part of your vested Company Matching contributions that have been in your account for at least 24 months and any investment earnings relating to Company Matching contributions.

- If you are making an age 59½ withdrawal, all or part of your Pre-tax contributions and investment earnings.

As noted above, if you are age 59½ and you wish to withdraw any Roth contributions and associated investment earnings, you must make a separate withdrawal election with respect to your Roth Contributions Account.

All hardship withdrawals from your account are made in the following order:

- All or part of your After-tax contributions and investment earnings.
- All or part of a rollover account that you had transferred into the Savings Plan and investment earnings.
- All or part of your vested Company Matching contributions that have been in your account for at least 24 months and any investment earnings relating to Company Matching contributions.
- All or part of your Pre-tax contributions and those investment earnings
- All or part of your Roth contributions and investment earnings.

The withdrawal amount will be taken on a pro-rata basis from each of your investment funds.

LOANS

The Savings Plan loan provision allows you to borrow funds from your entire vested account balance (including your Pre-tax Contribution Account) without the taxes and penalties you might incur if you took a Savings Plan withdrawal. Loans are available only to active employees, including employees on a leave of absence.

A Savings Plan loan is somewhat like other types of loans, except in this case, you borrow from your account under the Savings Plan.

- The money you borrow comes out of your Savings Plan account.
- You must then pay back the loan amount with interest.
- These loan payments (including interest) go back into your own account.

You may take out a loan for any reason. You may have up to two loans outstanding at a time. If you have recently paid off a second loan, there is a 12-business day waiting period before you can apply for a new second loan. Interest on Savings Plan loans is not tax deductible, and Savings Plan loan balances may not earn the rate of return provided by the Savings Plan investment fund options. <u>A Savings Plan loan should be carefully evaluated and compared to other sources for borrowing funds</u>, such as home equity and credit union loans.

LOAN AMOUNTS

The *minimum* amount you can borrow from your Savings Plan account is $1,000. The *maximum* loan amount as provided for in the Savings Plan will never be greater than the lesser of:

- 50% of your total vested account balance; or
- $50,000 reduced by the difference between your maximum outstanding loan balance during the prior 12 months and your outstanding loan balance on the date of the loan.

The maximum amount available is based on the value of your vested account balance as of the day your loan request is processed by Voya.

Special information for participants who have or have had Plan loans.

In addition to the limits described above, any new loan, when added to the outstanding balance of any existing Plan loan that you may have, cannot be more than your Total Loan Maximum. Your Total Loan Maximum is $50,000, reduced by the difference between the highest outstanding balance of your Plan loans during the 12-month period ending on the day before the new loan, and the outstanding balance of your Plan loans on the date of the new loan. Please note this provision will apply even if you pay off an existing loan.

For example, assume you have a vested account balance of $100,000 and took a Plan loan of $40,000 on January 1, to be repaid (including interest) in 20 quarterly installments of $2,491. On January 1 of the following year, when the outstanding balance is $33,322, you want to take another Plan loan. The difference between the highest outstanding loan balance for the preceding year ($40,000) and the outstanding balance on the day of the loan ($33,322) is $6,678. Since the new loan plus the outstanding loan cannot be more than $43,322 ($50,000 - $6,678), the maximum amount that the new loan can be is $10,000 ($43,322 - $33,322).

TERM AND INTEREST RATE

You may choose any repayment period between 12 months and 5 years.

The interest rate on Savings Plan loans will equal the prime rate plus 1%. The actual interest rate will change whenever the prime rate changes but no more frequently than monthly. However, the interest rate for your loan will not change during the term of the loan. The current interest rate can be obtained by calling the Dominion Energy Savings Plan Service Center or by visiting the Savings Plan’s website.

ADMINISTRATIVE FEE

The fee for the initial set-up of the loan is $50, with no monthly maintenance fee. The set-up fee will be deducted from your account when the loan is issued.

LOAN REPAYMENT

After receiving a loan, you pay it back with interest in equal installments. Payments will be applied to your account through payroll deduction. The first payment is generally deducted in the month following the month in which the loan is effective, or as soon as administratively possible.

Repayments will be reinvested among investment funds according to your current investment election for employee contributions. If you have suspended contributions, repayments will be reinvested according to your most recent investment election. You may prepay (in full) any outstanding Savings Plan loan without incurring a penalty. To request a loan payoff amount, call the Dominion Energy Savings Plan Service Center.

If your employment with Dominion Energy terminates for any reason and you have an outstanding loan, you will have an opportunity to arrange with Voya to have your loan repayments continue through an automatic payment arrangement. If you do not make an automatic repayment arrangement with Voya the loan will become due and payable within 90 days of your employment termination.

MISSED PAYMENTS

If you miss loan payments because you are on an approved leave of absence, the Savings Plan Administrator will contact you to discuss your payment options. If you miss three loan payments under any other circumstances, your loan will be in default and become immediately payable in full. At this point you have two options:

- You may make repayment in full, or
- You may re-amortize the remaining balance of your loan.

If you do not make repayment in full or make re-amortization arrangements, the loan will be treated as a taxable distribution, subject to income taxes and, for participants under age 59½, a 10% penalty similar to a Savings Plan withdrawal. Active employees who are currently receiving Compensation from Dominion Energy cannot voluntarily discontinue loan repayment. *Please note that you may re-amortize only if the new repayment period does not exceed more than five years from the date of the original loan.*

If you terminate employment, you will be given the opportunity to either repay the outstanding balance or continue your periodic loan payments through a monthly automatic repayment arrangement with Voya. If you elect not to repay the balance or continue your loan repayments, the defaulted loan will be considered a distribution and reported as taxable income to the IRS, which, for participants under age 59½, will be subject to the 10% penalty similar to a Savings Plan withdrawal.

Note: Special provisions apply to military reserve personnel recalled to active duty and for employees on an approved leave of absence, including family and medical leave. Contact the Dominion Energy Service Center for more details on these provisions.

SOURCES AND APPLICATION OF FUNDS

Loan amounts will be taken from your account in the following order:

- Your Pre-tax Contribution Account, including investment earnings.
- Any rollover amounts you had transferred from another plan, including investment earnings.
- Your vested Company Match Account, including investment earnings.
- Your After-tax Contribution Account, including investment earnings.
- Your Roth Contribution Account, including investment earnings.

The loan amount will be taken on a pro-rata basis from each of your investment funds.

APPLYING FOR A LOAN

To obtain a loan, simply call the Dominion Energy Savings Plan Service Center or visit the Savings Plan's website. Your loan can be processed through a customer service representative or by an automated system using the Savings Plan website as a “paperless” loan. The automated system will advise you of the current interest rate and prompt you for the amount you would like to borrow and the term for repayment. The system will then advise you of the repayment amount. You may change the loan amount or repayment period prior to completing the process; basically, you can “model” loan alternatives using the system. If you decide to complete a loan transaction, loan proceeds will be forwarded in approximately one week.

To provide loan proceeds, balances in your investment funds will be sold at the closing prices on the business day of your phone call, as long as the call is completed and confirmed before 4:00 PM Eastern Time or one hour prior to market close, if earlier. Otherwise, the balances in your investment funds will be sold at the closing market price of your funds being sold on the next business day following the day your request is confirmed. For loans involving the sale of Dominion Energy common stock, the sales price will be determined by the market trade following the Savings Plan trustee's order to sell. Proceeds of funds minus any applicable trade commission will generally become available on the following business day after the loan request is complete. The settlement process is explained in the "Investment Transfer and Daily Valuation" section.

Your endorsement of the loan check serves as your promise (*i.e.,* promissory note) to repay the loan. If after you receive the loan check you decide you don't want the loan after all, return the check to Voya and your account(s) will be reinvested at the market prices available at the time of the reinvestment.

DISTRIBUTIONS

BENEFITS AT TERMINATION (INCLUDING RETIREMENT AND DISABILITY)

General Procedure

If your employment ends other than as a result of your death, you are entitled to receive the total value of your account that is vested. Any Company Matching contributions that are *not* vested are subject to forfeiture.

You have the following options with regard to distribution of your account:

- You may elect to receive a lump-sum payment of your entire account balance, paid to you.
- You may request a direct rollover of your entire account balance into an individual retirement account (IRA) or other qualified plan.
- You may request a partial lump-sum distribution from your account, in any amount and at any time. Partial distributions may be eligible for direct rollover to an IRA or other qualified plan.
- You can choose to have your account distributed to you in regular annual, semi-annual, or quarterly installments. The installment method will provide periodic income that lasts as long as you have a balance in your account. The amount you receive each year is paid according to IRS life expectancy tables. Installments will be paid on the first Tuesday of January, April, July, and October. The installment amounts will be taken on a pro-rata basis from each of your investment funds. You can also elect at any time to receive the entire remaining balance of your account, or a partial lump-sum distribution.
- If your vested account balance exceeds $1,000 and you are under age 72, you may delay receiving any distribution until the April 1 following the later of the calendar year in which you reach age 72 (see "Required Distributions" below).

After your termination date, Voya will send you a Distribution Kit that will provide detailed information on your options. If you do not receive a Distribution Kit you can request one by calling the Dominion Energy Savings Plan Service Center or by visiting the Savings Plan website.

As long as you maintain an account balance under the Plan, you may continue to make investment fund transfers by calling the Dominion Energy Savings Plan Service Center or visiting the Savings Plan's website.

If no election is made and your vested balance is less than $1,000 or less, payment will be made in a lump sum cash payment and taxes will be withheld.

Required Distributions

The balance of your Savings Plan accounts generally must begin to be distributed as of the April 1 of the calendar year following the later of: (i) the calendar year in which you retire; or (ii) the calendar year in which you attain your required distribution age (the “Required Beginning Date”). If you reached age 72 before 2023, your required distribution age is 72. Otherwise, the required distribution age is 73 (however, under current law, this will increase to age 75 beginning in 2033).

If you have not already begun to receive distributions by your Required Beginning Date, a minimum distribution based on your remaining account balance and your life expectancy will automatically be made as of the Required Beginning Date and taxes will be withheld at a rate of 10%. Each December after the Required Beginning Date, the difference, if any, between the IRS required minimum distribution and the distributions you have received during the calendar year will be automatically distributed to you and taxes will be withheld at a rate of 10%. For example, if you previously retired or terminated employment and you reached age 72 during 2022, the first required distribution would occur during March 2023 and you would receive another required distribution during December 2023.

If you wish to have a greater amount withheld in taxes, you must call the Dominion Energy Savings Plan Service Center and speak to a customer service representative.

Certain IRS minimum distribution requirements also apply to your beneficiary(ies) if you die before receiving the entire balance of your accounts. The timing of minimum distributions after your death can depend on many factors, including the identify of your beneficiary and whether you died before or after beginning distributions.

FORMS OF PAYMENT

Hardship withdrawals and installment payments are always paid in cash. For other withdrawals, including partial or full lump-sum distributions, generally you or your beneficiaries can elect to receive the distribution in one of two ways.

- **CASH ONLY**: A cash payment representing the value of your withdrawal that is taken from each of the investment funds. You will receive a statement indicating the amount of your withdrawal that is subject to taxation.

- **CASH AND DOMINION ENERGY COMMON STOCK**: A distribution in whole shares of stock from the Dominion Energy Stock Fund. The value of any fractional share of stock from the Dominion Energy Stock Fund is paid out in cash. In addition, any part of your distribution that comes from the other investment funds is paid to you in cash. You will receive a statement indicating the amount of your withdrawal that is subject to taxation. This statement will also provide the “tax basis” of your shares needed to determine taxable gains or losses upon the subsequent sale of the stock. *It is important that you retain this statement in your permanent records.*

After your termination date, Voya will send you a Distribution Kit that will provide detailed information on your options. If you do not receive a Distribution Kit you can request one by calling the Dominion Energy Savings Plan Service Center or by visiting the Savings Plan’s website.

See the section on "Tax Treatment of Distributions and Withdrawals" below for additional information concerning the rollover option for your payment. This section also contains information on tax withholding and other tax rules.

DEATH BENEFITS

Your Beneficiary

If you die while you still have a remaining account balance, the entire value of your account is distributable to your beneficiary, including the value of all Company Matching contributions that automatically become vested upon your death.

Federal law requires that, *if you are married when you die,* your spouse must receive the distribution unless they approved your choice of another (or an additional) beneficiary before your death. Your spouse must agree to your choice of that beneficiary by signing the spousal consent portion of a Beneficiary Designation Form obtained from Voya. The form must have been completed, signed, notarized, and returned to Voya before your death.

If you are not married when you die, your beneficiaries will receive the value of your Savings Plan account. If you have not named a beneficiary, the value of your Savings Plan account will be paid to your estate.

Time and Form of Payment

Your spouse, beneficiary, or executor has 60 days after being notified by the Plan Administrator to make an election regarding the timing of the distribution and the form of payment. If an election is not made within 60 days and the vested value of the account is $1,000 or less, an immediate lump sum cash payment will be made and taxes will be withheld.

If the value of your account exceeds $1,000, your beneficiary generally is entitled to elect from among the same distribution options that were available to you; however, all death benefits must be paid to your beneficiary no later than as required under IRS minimum distribution rules. These rules apply differently depending on whom you designated as your beneficiary and whether you died before or after your distributions had begun.

TAX TREATMENT OF DISTRIBUTIONS AND WITHDRAWALS

This section summarizes how withdrawals and distributions may be taxed when taken out of the Savings Plan. The Plan Administrator cannot give tax advice. You are encouraged to discuss the impact that a distribution or withdrawal will have on your personal tax situation with a competent tax advisor prior to requesting a withdrawal or distribution.

GENERAL TAX RULES

If you make any kind of withdrawal or distribution, you have to pay taxes on the portions of the withdrawal that previously have not been taxed which would include:

- Any portion of your withdrawal that represents investment earnings on your After-tax contributions.
- Any portion of your withdrawal that represents Company Matching contributions and their investment earnings.
- Any portion of your withdrawal that represents your Pre-tax contributions and their investment earnings.

- Any portion of your withdrawal that represents your rollover amounts and their investment earnings.
- Any portion of your withdrawal that represents investment earnings on your Roth contributions, unless you receive a Qualified Roth Distribution.

QUALIFIED ROTH DISTRIBUTION

If you receive payment of your Roth Contributions Account in a Qualified Roth Distribution, you will not pay taxes on the investment earnings on your Roth contributions. This means the entire distribution of your Roth Contributions Account can be made tax-free. To receive a Qualified Roth Distribution, you must meet the following criteria:

- You have participated in the Roth 401(k) Option for a five-year period, and
- You are at least age 59½

The 5-year period of participation begins on the first day of the year for which you first made Roth contributions and ends when five consecutive years have passed.

10% TAX PENALTY ON EARLY DISTRIBUTION

You may be required to pay a 10% IRS tax penalty, in addition to ordinary income tax, on the taxable portion of distributions made to you before age 59½, including distributions due to termination of employment. Congress imposed this tax penalty to discourage the use of long-term savings held in employer-sponsored plans for anything other than retirement. The tax penalty will not be imposed under any of the following circumstances:

- You are at least 59½ years old.
- You leave Dominion Energy on or after attaining age 55.
- You are disabled, as determined according to the Code and related IRS regulations.
- Your beneficiary receives the distribution upon your death.
- Your distribution was needed to pay tax deductible medical expenses.
- You are the alternate payee under a qualified domestic relations order.
- You make a tax-deferred rollover directly to another qualified plan or an IRA (refer to next section).
- The distribution was a “qualified reservist distribution” (as determined under the Code and related IRS regulations).

TAX EFFECT OF ROLLOVERS AND OTHER DISTRIBUTION OPTIONS

If you receive a distribution from your Savings Plan account, you may be able to defer the income tax liability that most likely will result. The taxable portion of your distribution can be transferred directly, tax free, as a rollover to an IRA or to another qualified plan. You may also choose to roll over your distribution to a Roth IRA, in which case you will pay tax on the taxable portion of your distribution. When you request a distribution from the Plan, you will receive a notice outlining the tax consequences of a plan distribution or rollover.

FORMS AND PLAN “KITS”

Most Savings Plan transactions are processed through a customer service representative or the Savings Plan’s website. For certain types of transactions, Voya will need to mail a Savings Plan Kit. The types of Kits are:

- Enrollment Kit

- Rollover Kit
- In-Service Withdrawal Kit
- Hardship Withdrawal Kit
- Termination Kit

FORFEITURES

Benefits may be denied, lost, or suspended, or you may not qualify or may not be eligible for benefits, under the following circumstances:

- If you fail to meet, or fail to continue to meet, the eligibility requirements for participation in the Savings Plan and for sharing in contributions already described in the section dealing with eligibility.
- If you separate from service before you have fully vested in Company Matching contributions, all or part of your account related to those contributions will be forfeited.
- If the Plan Administrator cannot locate you or your Beneficiary when your benefit becomes payable, or you are non-responsive to the Plan Administrator's efforts to locate you and distribute your benefits, your benefits may be forfeited (subject to reinstatement if you later make a valid claim for any previously-forfeited vested benefits). For this reason, it is imperative that you keep the Plan Administrator informed of any address changes, especially after your termination of employment.

ADDITIONAL INFORMATION

Please refer to the Additional Information Summary Plan Description for other information as applicable to the Savings Plan, including your rights as a plan participant under federal law and information under federal law with respect to plan termination.

The Plan Sponsor of the Savings Plan is Dominion Energy, Inc. The Savings Plan recordkeeper is Voya, Inc. and the Savings Plan Trustee is Northern Trust Company.

ADMINISTRATION

The Administrator

The Savings Plan Administrator is Dominion Energy Services, Inc. The Administrator, or such persons as it may designate, is responsible for the operation and administration of the Savings Plan, except to the extent its duties have been allocated to or assumed by other persons or entities.

Dominion Energy's Administrative Benefits Committee is responsible for general oversight of the administration of the Savings Plan, including interpreting the Savings Plan documents, appointing third-party administrators and other service providers, and maintaining administrative policies and procedures.

Dominion Energy's Asset Management Committee is responsible for matters relating to investment of Savings Plan assets including providing investment guidelines, selecting investment managers and reviewing selection periodically, reviewing investment performance, assuring investment policies are carried out, and determining investment alternatives. However, the Asset Management Committee does not have authority to eliminate the Dominion Energy Stock Fund.

Voya, the third-party administrator, handles the day-to-day operations of the Savings Plan, including enrolling participants, distributing booklets, notices and other information regarding the Savings Plan, maintaining beneficiary designation forms, processing distribution and loan requests, and similar administrative matters.

For more information about the Administrative Benefits Committee, the Asset Management Committee and the Trustee, contact the Dominion Energy HelpLine, P.O. Box 26666, Richmond, VA 23261 (1-877-947-4636).

Charges and Expenses

Savings Plan administration expenses, including investment management, website and legal fees, may be charged against Savings Plan assets as permitted by law. Investment management fees of a particular fund are charged directly against that fund. Expenses incurred in connection with the purchase or transfer of Dominion Energy common stock, such as brokerage commissions, are reflected in the sales price or purchase price of Dominion Energy common stock involved in the transaction.

Other indirect expenses, such as Trustee and recordkeeping fees, are charged against the Savings Plan as a whole. Indirect fees are charged in the amount of $2 per month for each Savings Plan participant. The indirect fee may be increased or decreased by the Savings Plan Administrator at any time, as needed, to cover the administrative costs of the Savings Plan.

Costs related to the administration of the Savings Plan by Dominion Energy employees are not charged to the assets of the Savings Plan. In its discretion, Dominion Energy may decide to pay part of the expenses that otherwise could be charged to the Savings Plan.

Certain other individual fees may be charged to participants enrolled in the Voya Retirement Advisors program for professional investment advice, or to participants who receive certain services, such as loans, wire transfers, or express mailing services. If any individual fees are deducted from your account, they will be reflected on account or transaction statements provided by Voya.

TRUST AGREEMENT AND TRUSTEES

Northern Trust Company is the Trustee of the Savings Plan. Dominion Energy has entered into a Trust Agreement providing for administration of the Trust Fund with the Trustee but reserves the right to remove and replace the Trustee. The Trustee is responsible for managing the funds contributed to the Savings Plan and maintaining participants' accounts. The Trustee receives compensation in connection with its service as Trustee.

ASSIGNMENT OF ACCOUNT

You cannot assign, pledge, or sell your account balance. Your creditors cannot claim or levy upon your account to satisfy your debts. However, a court may order that all or part of your account be paid to an "alternate payee" (*e.g.,* an ex-spouse, minor child, etc.) under a qualified domestic relations order. Although the Plan Administrator must obey a qualified domestic relations order issued by a court, the Plan Administrator will inform you of the Savings Plan's procedures and provide you with a copy of those procedures, without charge, if an attempt is made to claim all or a portion of the benefits from your account.

Before any action is taken, the court's order must be determined to meet all applicable legal requirements with respect to such orders.

CLAIMS AND APPEALS PROCEDURES

Filing a Claim for Benefits

If you believe you (or your beneficiaries) are entitled to benefits from the Plan and fail to receive them, you should file a written claim for benefits with the Plan Administrator. If the Plan Administrator determines the claim is valid, then you will receive a statement describing the amount of benefit, the method of payment available, the timing of payments and other information relevant to the payment of benefits. Dominion Energy's Benefits Director, as a representative of the Plan Administrator, will make the initial determination on a claim for benefits under these procedures. You can contact Dominion Energy's Benefits Director at the address below:

Dominion Energy Services, Inc.
Benefits Director
600 East Canal St. – 10th Floor
Richmond, VA 23219

If a Plan claim you make is denied in whole or in part, you – or your beneficiary – will automatically receive a written or electronic notification of the Plan's adverse determination. In most cases, you will receive this notice within 90 days after your claim for Plan benefits is received. If there is a delay, you will be advised, in writing, of the reason for the delay and the date you can expect to receive the notice. However, in no case will the notice be forwarded to you more than 180 days after receiving your claim for Plan benefits.

The Plan Administrator's written or electronic notification of any adverse benefit determination must include the following information:

- The specific reason for denial;
- The specific Plan provision on which the denial is based;
- Any additional information (such as proof of age or spouse's data) required to reconsider the claim and an explanation of why the information is needed; and
- An explanation of the Plan's appeal procedures and the time limits applicable to such procedures, including a statement of your right to challenge the final determination in federal court.

After your claim is denied, you will be provided, upon request and without charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim for benefits. A document, record or other information will be considered relevant if it:

- Was relied upon in denying the claim;
- Was submitted, considered or generated in the course of processing the claim regardless of whether it was relied upon in denying the claim;
- Demonstrates compliance with the claims procedures process; or
- Constitutes a statement of Plan policy or guidance concerning the denied benefit, regardless of whether it was relied upon in denying the claim.

Appealing a Claim Denial

If you or your beneficiary wish to dispute the Plan Administrator's denial of your claim for Plan benefits (in whole or in part) you must file a written request to have your claim for Plan benefits reconsidered (an "Appeal") within 60 days after receiving the denial notice. Your Appeal should state exactly why your claim for Plan benefits should be approved and can contain additional documents, records and other relevant information in support of the claim. The Administrative Benefits Committee will review and make a decision on Appeal of a denied claim under these procedures. In reviewing the Appeal, the reviewer will take into consideration all comments, documents, records and other information submitted by you (or your beneficiary) in support of the claim, without regard to whether such information was submitted or considered in the initial benefit determination. You can contact Dominion Energy's Administrative Benefits Committee at the address below:

Dominion Energy Services, Inc.
Administrative Benefits Committee c/o Benefits Director
600 East Canal St. – 10th Floor
Richmond, VA 23219

In most cases, the review of your Appeal will be completed within 60 days after you file your request and, following the review of your Appeal, you will be notified in writing of the final decision. If special circumstances require the Plan Administrator to take additional time to review your Appeal, you will be advised, in writing, of the reason for the delay and the date you can expect to receive the final decision. However, in no case will the final decision be forwarded to you more than 120 days after receiving your Appeal. The Plan Administrator's final decision will be in writing and will include:

- Reference to the specific Plan provision on which the final decision is based; and
- A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits. A document, record or other information shall be considered relevant if it:
    - Was relied upon in denying your claim;
    - Was submitted, considered or generated in the course of processing your claim, regardless of whether it was relied upon in denying your claim;
    - Demonstrates compliance with the Appeal procedures process; or
    - Constitutes a statement of Plan policy or guidance concerning the denied benefit, regardless of whether it was relied upon in denying your claim.
- A statement that you or your beneficiary have a right to bring an action under Section 502(a) of ERISA.

Except as provided below, the Plan Administrator's decision of your Appeal is final and not subject to further review under the Plan. You or your beneficiary may have additional rights under ERISA.

Final Appeal with the Benefits Director
If all levels of appeal have been exhausted, the Savings Plan offers a voluntary level of appeal to the Dominion Energy Benefits Director. The purpose of the voluntary appeal procedure is to ensure that the Plan Administrator has received all necessary information and taken all appropriate steps to review your case. The Benefits Director will not review or overrule an interpretation of the Plan by the Plan Administrator.

You must exhaust your appeal rights with the Plan Administrator before filing a voluntary level of appeal with the Benefits Director. A voluntary level of appeal request must be submitted in writing within 180 days following the final determination of a claim by the Plan Administrator at the following address:

Dominion Energy Services, Inc.
Benefits Director
600 East Canal Street – 10th Floor
Richmond, VA 23219

The Benefits Director will review the appeal and take into account all the information you submit, regardless of whether the information was considered at the time the Plan Administrator made its decisions. The Benefits Director will respond to your appeal request within 60 days after the receipt of your appeal request, unless special circumstances require an extension of time to review your appeal in which case a decision will be made within 120 days after the receipt of your appeal request.

You are not required to file a voluntary level of appeal prior to bringing a civil action in federal court to appeal an adverse benefit determination by the Plan Administrator. Dominion Energy waives any right to assert that you failed to exhaust your administrative remedies under ERISA if you do not elect to submit a voluntary level of appeal.

Dominion Energy agrees that any statute of limitations or other defense based on timeliness is tolled during the time a voluntary level of appeal is pending.

Upon request, Dominion Energy will provide you with additional information about the voluntary level of appeal process so that you may make an informed judgment about whether to submit a benefit dispute to the voluntary level of appeal. A decision as to whether or not to submit a benefit dispute to the voluntary level of appeal will have no effect on your rights to any other benefits under the Savings Plan. No fees or costs will be imposed on you as part of the voluntary level of appeal process.

CHANGING OR TERMINATING THE PLAN

Except as set forth in the following paragraph, no changes affecting benefits provided under the Savings Plan may be made without the written consent of the Executive Committee of the Union.

Dominion Energy reserves the right to amend the Plan and revise the Summary Plan Description at any future date, without the consent of the Executive Committee of the Union for the following reasons: (1) to make nondiscretionary changes that are required to comply with federal and state laws, regulations and official regulatory guidance of general applicability, (2) to make changes in the organizations engaged to administer the plan, or (3) to update contact names, phone numbers, physical addresses, internet addresses or similar information. In the event of any such change, Dominion Energy shall provide written notice of the change to the Executive Committee of the Union within thirty (30) days before the effective date of the change, or as soon as practicable thereafter.