



Constellation®

Sustainability Report
Executive Summary

2023



 Constellation
Clinton Clean Energy Center

2023 Sustainability Executive Summary

About Our 2023 Sustainability Report

With a driving purpose to accelerate the transition to a carbon-free future, sustainability is at our core. We are driven by our commitment to creating long-term value for our customers, communities and shareholders by combining next-generation energy products and services with the nation's largest producer of clean, carbon-free energy.¹ The 2023 Constellation Sustainability Report (CSR) details our efforts to accelerate the transition to a carbon-free future to meet the challenges of the climate crisis and our progress on key environmental, social and governance (ESG) topics.

Unless otherwise indicated, the report reflects our ESG performance across each of our operations for the period of January 1, 2022 through December 31, 2022. For more information on our sustainability efforts and management approach, please see our additional disclosures below.

¹ / As used in this report, the terms "clean, carbon-free energy" refers to electricity that is generated by facilities that do not directly emit GHGs, such as carbon dioxide, during the generating process.

Key Links

- [Sustainability Report](#)
- [About Constellation](#)
- [Business Strategy](#)
- [Our Purpose](#)
- [Values and ESG Principles](#)
- [Investor Relations](#)
- [2022 Form 10-K](#)
- [2023 Proxy Statement](#)

2023 Constellation Sustainability Report

The 2023 Constellation Sustainability Report addresses our approach and progress on key environmental, social and governance (ESG) topics across each of our operations for the period of January 1, 2022, through December 31, 2022, unless otherwise indicated.

ESG Data Index & Factsheet

Our ESG Data Index & Factsheet provides key performance indicators (KPIs) and additional information relevant to our ESG performance.

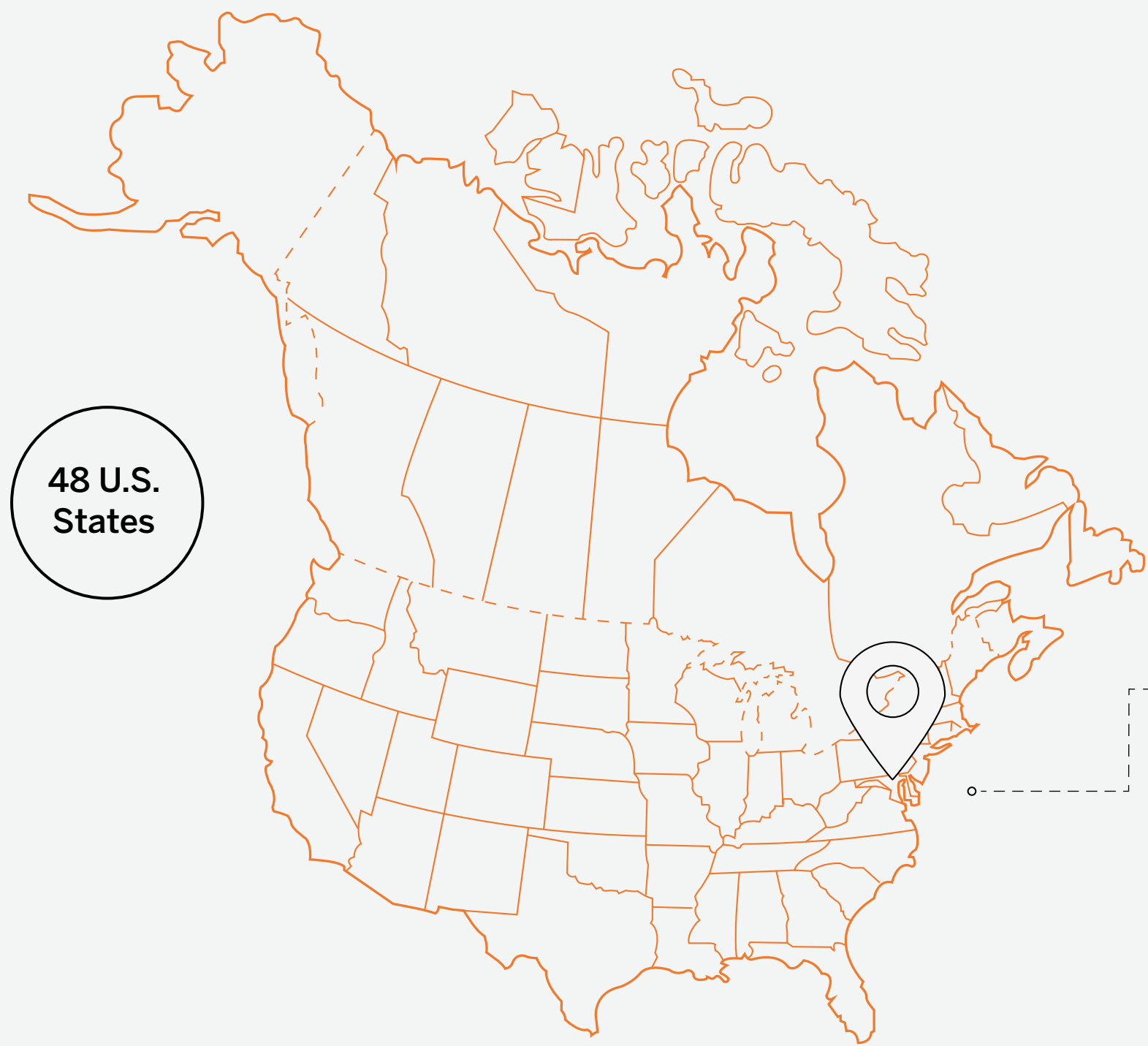
Reporting Framework Content Index

Our Reporting Frameworks Content Index outlines how our existing Our Content Index outlines how our existing disclosures align with the 2021 GRI Standards and the recommended metrics for the SASB Electric Utilities and Power Generators Standard.

External GHG Emissions Inventory Assurance Statement

Our External GHG Emissions Inventory Assurance Statement provides verification of our Scope 1, 2 and 3 GHG emissions.

Our Business



48 U.S. States

Constellation has over 13,000 employees and operates in 48 U.S. states, the District of Columbia, Canada, and the United Kingdom.

Our generation fleet has a capacity of 32,355 MWs and an annual output that is almost 90 percent carbon-free, generating enough clean energy to power the equivalent of 15 million homes.

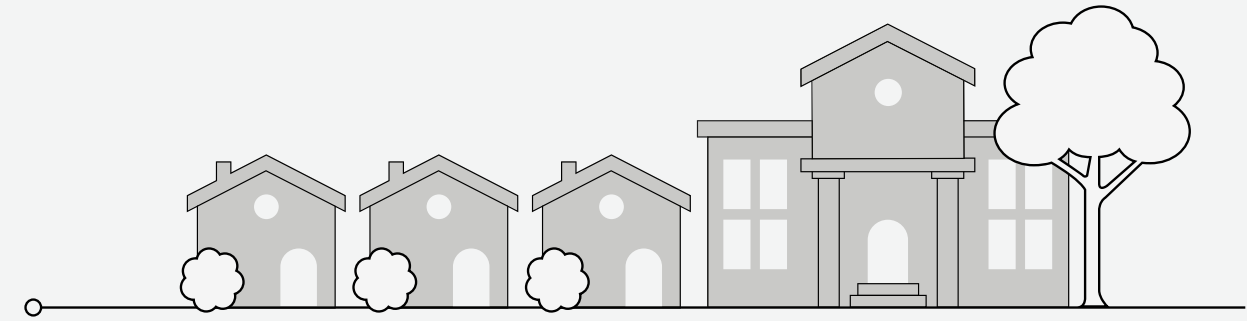
Our family of retail businesses serves approximately 2 million residential, public sector and business customers, including approximately 75 percent of the Fortune 100.

Constellation Headquarters:
Baltimore, Maryland.

32,355 MW of generating capacity

~2 Million Homes and Businesses

3/4 of Fortune 100



Powering America's Clean, Carbon-Free Energy Future

We are the nation's largest producer of clean, carbon-free energy, enhancing grid resiliency with our diverse generation portfolio, including the nation's largest nuclear fleet, that produces around 10 percent of the carbon-free energy in the U.S. Our generation fleet, which includes nuclear, hydroelectric, wind, solar and natural gas facilities, has an annual output that is 90 percent carbon-free, and generates enough clean energy to power 15 million homes.

We set an ambitious goal to achieve 95 percent carbon-free electricity generation by 2030 and 100 percent by 2040. We are also aiming to reduce our operational emissions by 100 percent by 2040 and are developing a roadmap for achieving these climate goals. Prior to the end of 2022, we successfully accomplished our goal to provide 100 percent of our commercial and industrial customers with information on their greenhouse gas impact for facilities contracting for power and gas supply from Constellation. Currently, we are developing a roadmap for achieving our climate goals which will include implementation plans and recommendations for KPIs to track progress, and which will put us on a path to reduce our Scope 1 and 2 emissions by 2030 and beyond.

Our commercial platform provides tools to empower existing and future customers to measure their carbon footprint, reduce emissions, increase access to clean, carbon-free and renewable power and improve energy efficiency. Constellation capitalizes on this leading customer platform to enable customers to meet their energy and sustainability goals through products such as Constellation Offsite Renewables (CORE), Hourly Carbon-Free Energy Matching, Emissions-Free and Renewable Energy Certificates, and many others.

The fight against climate change goes beyond our own operations; it will require a full transition to a low-carbon economy. Constellation can leverage our low-carbon fleet and next-generation sustainable product portfolio to accelerate this transition. Each of our nuclear stations has the potential to become clean energy centers that can satisfy the growing demand for clean and flexible energy while producing clean hydrogen and supporting 24/7 power to customers behind the meter.



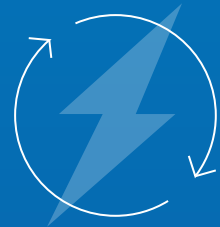
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We are the nation's largest producer of clean, carbon-free energy

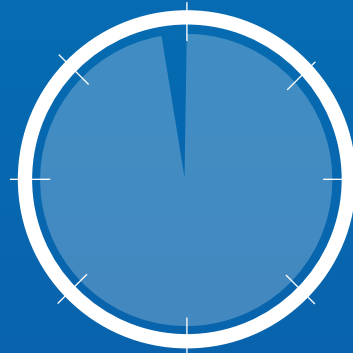
Enough energy to power

15 million homes



Our generating capacity is **32,355 MW**

With an annual output that is **90 percent** carbon-free



In 2022, we produced more than **178 terawatt hours** (TWh) of clean, carbon-free electricity

10%

and producing around **10 percent** of the carbon-free energy in the U.S.

helping avoid **126 million metric tons** of carbon emissions



Mitigating Our Environmental Impacts

Constellation is committed to protecting the environment and we implement environmental management systems that help us uphold our compliance obligations to manage and mitigate environmental impacts. Water scarcity is a critical risk for our industry, and we use the World Resources Institute Aqueduct tool to aggregate water stress indicators. We are also committed to working with local stakeholders to protect biodiversity and we employ the mitigation hierarchy to avoid, minimize, restore or offset our operational impact on ecosystems.

We systematically manage waste at our facilities to reduce the amount of operational waste sent to landfills. Additionally, at each of our nuclear stations, we safely, securely and responsibly manage all types of nuclear waste and store spent fuel on-site in strict compliance with the rigorous safety and security requirements of the U.S. Nuclear Regulatory Commission (NRC).

Key Links

- [Environmental Policy](#)
- [Water Resource Management Policy](#)
- [Biodiversity Policy](#)
- [Environmental Stewardship & Impact](#)
- [Nuclear Safety](#)



Uplifting and Strengthening Our Communities and Our People



Constellation’s positive impacts go beyond providing clean, carbon-free energy to our customers. We strive to create good-paying, family-sustaining careers that contribute to the economic development of the communities where we live and work in conjunction with the taxes we pay to local government, philanthropic giving and employee volunteerism. In 2022, Constellation contributed \$7.9 million in philanthropic donations—87 percent of which supported programs specifically targeted to underrepresented and underserved populations. We also pursue community partnerships that support our diversity, equity and inclusion (DEI) mission and advance STEM education, such as through our E2 Energy to Educate, Science Beyond the Classroom, Powered by Constellation and Constellation Scholars programs.

We are dedicated to protecting the safety and health of our employees, contractors, customers and the general public. Our overarching Corporate Safety Policy outlines how we holistically manage safety risks and in 2022, our employees received an estimated 200,000 hours of health and safety training. Constellation is also fully committed to maintaining strict attention to the safety of our

nuclear assets so they can continue to supply our communities and customers with clean, carbon-free, reliable energy.

Constellation aims to attract, retain and advance a world-class workforce and we work toward this objective by sourcing a diverse talent pipeline, offering holistic benefits that support employee health and wellbeing, and cultivating an inclusive culture where all individuals can develop in their careers. In addition to working with various high school, technical trades schools and pre-apprenticeship programs, in 2023, we launched Powering Change, a \$1 million workforce development program, to provide access for populations with historically limited access to careers within the energy sector.

Constellation integrates diversity as a business imperative and core value. To promote DEI across our organization, we offer a variety of internal DEI training resources and launched the THRIVE program to prepare a diverse cohort of high-potential employees for higher-level positions. Constellation strives to maintain a diverse workforce and between the date of our separation from Exelon in February 2022 and

the end of that year, the number of women in our total workforce increased by 5.4 percent and the number of ethnically or racially diverse individuals increased by 10 percent. Furthermore, our nine employee resource groups provide employees with an outlet to share experiences, receive support from colleagues, and contribute to a diverse and inclusive culture.



Key Links

- [Community](#)
- [Careers](#)
- [Our Commitment to DEI](#)

Upholding Strong Governance Principles



Delivering on our purpose is dependent on robust leadership and governance. The Constellation Board of Directors and its committees are responsible for the execution of the company's growth and long-term business plan and provide ultimate oversight of ESG issues.

We are driven by our value to "Act with Integrity" and maintain a comprehensive ethics and compliance program to support this value. Constellation's Code of Business Conduct outlines our expectations and standards for ethical conduct for all employees, directors, officers, subsidiaries and third parties with which we do business, as applicable. In 2022, 99 percent of employees completed required training on the Code.

At Constellation, we embed resiliency, reliability and equity into our supply chain. To hold our suppliers accountable for upholding our values, we ensure they adhere to our Constellation Supplier Code of Conduct. We are also committed to maximizing opportunities for minority, women, veteran/service-disabled and LGBTQ+-owned and small businesses. In 2022, we spent 19 percent of our total supplier spend with diverse suppliers.



Key Links

- [Board & Committees](#)
- [Corporate Governance Principles](#)
- [Ethics & Governance](#)
- [Code of Business Conduct](#)
- [Supplier Code of Conduct](#)
- [Suppliers](#)



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