


# 2024 Constellation Sustainability Report

## Sustainability Data Index & Factsheet

### Sustainability Data Index & Factsheet

Constellation’s 2024 Sustainability Data Index & Factsheet discloses our performance and relevant policies for key sustainability topics. Metrics reflect company-wide data and are reported based on calendar year, unless otherwise indicated. Additional context is provided in our [2024 Sustainability Report](#) and [Reporting Frameworks Content Index](#).

Please Note: The abbreviation “N/A” refers to metrics that are not applicable to Constellation, while the abbreviation “N/R” refers to 2022 metrics that were not reported in last year’s Sustainability Report.



#### KEY LINKS

- [Constellation Code of Business Conduct](#)
- [Constellation Supplier Code of Conduct](#)
- [Constellation 2023 Form 10-K](#)
- [Constellation 2024 Proxy Statement](#)



#### **Constellation 2024 Sustainability Report**

The Constellation 2024 Sustainability Report details our strategies, goals and initiatives to address key sustainability issues across our entire operations and value chain. Unless otherwise noted, this report reflects our performance and progress for the period of January 1, 2023, to December 31, 2023.



#### **Reporting Frameworks Content Index**

Our Reporting Frameworks 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.



General					
Financial Performance	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Operating revenues	Million USD	\$24,440	\$24,918	GRI 201-1	
Net revenues	Million USD	\$495	\$1,610		
Market Information	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total customers served (annual average)	Number	1,732,657	1,984,408	SASB IF-EU-000.A	Customer counts are for power customers only.
Residential	Number	1,177,006	1,392,245		
Commercial	Number	546,133	583,352		
Industrial	Number	9,518	8,811		
Energy Generation, Capacity, and Sales	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total electricity generated	GWh	198,949	200,785	SASB IF-EU-000.D	Please refer to the Sales and Supply Sources section in <a href="#">Constellation's 2023 Form 10-K</a> for additional details on 2023 and 2022 data.  This data index shows net generation gigawatt hours (GWh) calculated based on Constellation's ownership level of generation assets according to the equity share boundary approach, as defined by the GHG Protocol. The generation table in <a href="#">Constellation's 2023 Form 10-K</a> shows our ownership of consolidated generating facilities at 100% to be consistent with the income statement presentation.
Nuclear	GWh	173,350	174,047		
Share of Constellation generation	Percent	87%	87%		
Natural gas and oil	GWh	21,563	22,959		
Share of Constellation generation	Percent	11%	11%		
Renewables and storage	GWh	4,036	3,779		
Share of Constellation generation	Percent	2%	2%		
Share of Constellation electricity generated in regulated markets	Percent	3.1%	2.2%		

Energy Generation, Capacity, and Sales	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total owned generating capacity	MW	32,355	33,094		
Nuclear	MW	20,895	22,070		Increase in capacity due to acquisition of ownership stake in South Texas Project Electric Generating Station (STP).
Share of total Constellation owned generating capacity	Percent	65%	67%		
Nuclear fleet capacity factor	Percent	94.8%	94.4%		Capacity factor refers to the ratio of electrical energy produced by our nuclear generating fleet for a period of time compared to the electrical energy that could have been produced at continuous full power operation during the same period.  Data reflects the capacity factor for nuclear facilities operated by Constellation.
Natural gas and oil	MW	8,807	8,461		
Share of total Constellation owned generating capacity	Percent	27%	25%		
Renewables and storage	MW	2,653	2,563		Decrease in reported net capacity in 2023 reflects implementation of the Resource Adequacy Planning Effective Load Carrying Capability (ELCC) program in the PJM region, which reserves a percentage of the nameplate capacity of our hydroelectric units.
Share of total Constellation owned generating capacity	Percent	8%	8%		
Total electricity delivered to customers	MW	201,914,320	197,989,177	SASB IF-EU-000.B	
Residential customers	MWh	12,110,749	11,797,826		
Commercial customers	MWh	103,830,270	104,493,054		
Industrial customers	MWh	19,200,571	18,802,190		
All other retail customers	MWh	544,522	434,298		
Wholesale customers	MWh	66,228,208	62,461,809		
Wholesale electricity purchased for customers	TWh	70.7	67.2	SASB IF-EU-000.E	
Natural gas purchased for customers	MMBtu	1,131,174,557	1,173,405,651		

Climate and Environmental Management		GRI/SASB Indicator
Board level responsibility for climate and environmental issues	<p>The Constellation Board of Directors provides oversight on the development and execution of our corporate citizenship strategy, including sustainability and environmental stewardship. The Corporate Governance Committee of the Board reviews our environmental strategies, including climate and sustainability policies. This oversight includes issues such as water, biodiversity, air emissions and operational waste. The Nuclear Oversight Committee oversees the safe and reliable management and operation of our nuclear generating facilities and reviews environmental, health and safety issues relating to nuclear generating facilities, including the safe management of spent nuclear fuel. For more information, please see our <a href="#">2024 Proxy Statement</a>, <a href="#">relevant committee charters</a> and <a href="#">2024 Sustainability Report</a>.</p>	GRI 2-9 GRI 2-12 GRI 2-13
Executive level responsibility for climate and environmental issues	<p>The Constellation Sustainability Council is overseen by the Vice President of Sustainability and Climate Strategy and consists of a cross-functional group of executive leaders from key departments across Constellation. The Council meets four times per year to review sustainability policies and initiatives, ensure strategic alignment, discuss emerging ESG trends and make informed suggestions to management.</p> <p>Additionally, our executive team, including our CEO and other senior management, is accountable for our environmental compliance and assurance strategy. At Constellation, we are committed to protecting and sustaining the environment by complying with applicable regulatory requirements while protecting and enhancing the air, water and land. Constellation's Environmental Council oversees our program and is composed of leaders from each business unit. The Council is subject to oversight from the Board of Directors and meets four times per year to review policies and initiatives, ensure strategic alignment, discuss emerging environmental trends and make informed suggestions to senior executive leadership.</p> <p>For more information, please see our <a href="#">2024 Sustainability Report</a>.</p>	GRI 2-9
Relevant policies and resources	<a href="#">Corporate Governance Committee Charter</a>	
	<a href="#">Nuclear Oversight Committee Charter</a>	
	<a href="#">Climate Change Policy</a>	
	<a href="#">Environmental Policy</a>	
	<a href="#">Water Resource Management Policy</a>	
	<a href="#">Biodiversity Policy</a>	
	<a href="#">Environmental Justice Policy</a>	
	<a href="#">Environmental Stewardship &amp; Impact webpage</a>	
	<a href="#">Nuclear EMS Certification Statement</a>	

Energy/Fuel Consumption	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total energy/fuel consumed	GWh	48,098	51,727	GRI 302-1	Per CDP guidance, this data excludes nuclear fuel.  2022 data throughout the Climate section of this Data Index may differ from previously disclosed amounts due to re-baselining, as discussed in more detail below in the Greenhouse Gas Emissions section of this Data Index.
<i>Total non-renewable energy/fuel</i>	<i>GWh</i>	<i>47,144</i>	<i>50,768</i>		
<i>Total renewable energy/fuel</i>	<i>GWh</i>	<i>43</i>	<i>43</i>		
<i>Total purchased electricity</i>	<i>GWh</i>	<i>911</i>	<i>916</i>		
<i>Percentage of energy consumed from the grid</i>	<i>Percent</i>	<i>1.9%</i>	<i>1.8%</i>		
Energy consumption intensity	GWh / million USD revenue	1.97	2.08	GRI 302-3	
Customer Energy Savings	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Reductions in energy requirements of sold products and services achieved during the reporting period	MWh	571,307	511,306	GRI 302-5 SASB IF-EU-420a.3	This data only includes energy savings realized through customer energy efficiency projects implemented by <a href="#">Constellation Energy Solutions</a> .

Greenhouse Gas Emissions	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Scope 1 GHG emissions	Metric tons CO <sub>2</sub> e	9,102,084	9,679,181	GRI 305-1 SASB IF-EU-110a.1	<p>Gases included in the calculation include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs and SF<sub>6</sub>. Constellation calculates Gases included in the calculation include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs and SF<sub>6</sub>. Constellation calculates Scope 1 emissions using guidance from the IPCC 4th Assessment Report.</p> <p>The increase to our Scope 1 emissions in 2023 is the result of our natural gas generation assets in Texas being called on more frequently and for longer durations than in prior years to ensure the reliable delivery of power to meet the demand of that state’s electricity grid</p> <p>Per <a href="#">GHG Protocol guidance</a>, the GHG “inventory boundary must be held consistent between those data sets that are used for a direct comparison over time.” Following this, we have conducted a re-baselining of our GHG inventory to ensure comparison of “like with like” emissions boundaries and calculation methodologies over time. Re-baselining was triggered after exceeding our 5% re-baselining threshold due to (1) changes in our organizational structure due to acquisition and divestment, (2) improvements to our GHG accounting methodology for better alignment to GHG Protocol guidance, and (3) updated, more accurate source data from which our GHG emissions are calculated. As such, our 2022 GHG emissions have been updated to reflect these changes and may vary slightly from what was previously reported.</p>
Scope 1 biogenic CO <sub>2</sub> emissions	Metric tons CO <sub>2</sub> e	12	13	GRI 305-1	This represents CO <sub>2</sub> emissions from the combustion or biodegradation of biomass.
Percentage of Scope 1 emissions covered under emissions-limiting regulations	Percent	8.5%	6.4%	SASB IF-EU-110a.1	
Percentage of Scope 1 emissions covered under emissions-reporting regulations	Percent	99.4%	99.4%		

Greenhouse Gas Emissions	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Scope 2 (location-based) GHG emissions	Metric tons CO <sub>2</sub> e	298,226	292,891	GRI 305-2	Gases included in the calculation include CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> and NF <sub>3</sub> , but only CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O are relevant to our operations. Constellation calculates Scope 2 emissions using guidance from the IPCC 4th Assessment Report.
Scope 2 (market-based) GHG emissions	Metric tons CO <sub>2</sub> e	362,974	379,850	GRI 305-2	<p>Our Scope 2 market-based emissions are higher compared to our Scope 2 location-based emissions due to the use of residual mix emission factors, in line with GHG Protocol Scope 2 guidance Table 6.3 Market-based Scope 2 data hierarchy examples. Voluntary and compliance purchases of clean energy are removed from the energy mix (the denominator for residual mix emission factor) to more accurately reflect emissions associated with a buyer's purchases and avoid double counting of clean energy attributes.</p> <p>Historically, we have taken an annual energy matching approach to reducing our market-based Scope 2 emissions by retiring emission-free energy certificates (EFECs) from nuclear generation to cover 100 percent of our annual grid-supplied electric use in the PJM market territory, as was the practice prior to our separation from Exelon in 2022. As part of our climate roadmap work in 2023, we reassessed our approach to using contractual instruments like EFECs to reduce our market-based Scope 2 inventory. We determined we needed a change to align our clean energy procurement strategy with what we believe is required for firm, reliable grid decarbonization: hourly carbon-free energy matching of load with supply within geographically deliverable boundaries. As part of this pivot, we re-baselined our historic market-based Scope 2 inventories and are using this year to reset, without any procurement of contractual instruments against our 2023 inventory, while we turn our ambitions toward making progress on hourly matching against our own electricity use in our 2024 market-based Scope 2 inventory and beyond.</p> <p>Had we continued the historic practice of retiring EFECs to cover 100 percent of our annual grid-supplied electric use in the PJM market territory, our Scope 2 market-based emissions would have increased by 13.4 percent in 2023 compared to 2022, from approximately 46,000 to 53,000 metric tons of CO<sub>2</sub>e.</p>
Total Scope 1 and 2 (location-based) GHG emissions	Metric tons CO <sub>2</sub> e	9,400,309	9,972,072		
Total Scope 1 and 2 (market-based) GHG emissons	Metric tons CO <sub>2</sub> e	9,465,058	10,059,031		
GHG emissions intensity (Scope 1 and 2, location-based)	Metric tons CO <sub>2</sub> e / million USD revenue	385	400	GRI 305-4	
GHG emissions intensity (Scope 1 and 2, market-based)	Metric tons CO <sub>2</sub> e / million USD revenue	387	404		

Greenhouse Gas Emissions	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total relevant Scope 3 GHG emissions	Metric tons CO <sub>2</sub> e	81,398,873	87,482,855	GRI 305-3	Gases included in the calculation include CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs and SF <sub>6</sub> . Constellation calculates Scope 3 emissions using guidance from the IPCC 4th Assessment Report. There are 17 potential Scope 3 categories. Constellation currently tracks and reports those most pertinent to our business and where we can most effectively take action today. Additional information on Scope 3 accounting can be found at <a href="http://ghgprotocol.org/scope-3-technical-calculation-guidance">http://ghgprotocol.org/scope-3-technical-calculation-guidance</a> .
Category 3 Fuel- and Energy-related: Long-term and spot market power purchases for resale -- fossil	Metric tons CO <sub>2</sub> e	21,050,841	24,922,161		Includes owned and Power Purchase Agreement (PPA) renewables for which attributes may have been sold as RECs or retired for Renewable Portfolio Standards (RPS) obligations.
Category 11 Use of Sold Products: Natural gas sold by Constellation New Energy (as used by customers)	Metric tons CO <sub>2</sub> e	60,079,112	62,322,096		
Category 11 Use of Sold Products: Heating and cooling equipment operated for others	Metric tons CO <sub>2</sub> e	259,284	226,578		
Category 6 Business travel	Metric tons CO <sub>2</sub> e	3,261	5,817		
Category 8 Upstream Leased Activities: Fuel and energy used in leased facilities and equipment	Metric tons CO <sub>2</sub> e	6,376	6,203		
GHG Emissions Reductions/Avoidance	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total avoided carbon emissions from carbon-free generation assets	Metric tons CO <sub>2</sub> e	124,235,613	124,553,213		Estimated based on 178 TWhs of zero-emissions electricity generated by our nuclear and renewable fleet during 2023, using the U.S. Environmental Protection Agency's (EPA) GHG Equivalencies Calculator.
Avoided carbon emissions – nuclear generation	Metric tons CO <sub>2</sub> e	121,099,805	121,587,152		
Avoided carbon emissions – renewable generation	Metric tons CO <sub>2</sub> e	3,135,807	2,966,061		
GHG emissions reduced as a direct result of reduction initiatives	Metric tons CO <sub>2</sub> e	243,749	227,898	GRI 305-5	This data only includes GHG emissions avoided as a result of customer energy efficiency projects implemented by <a href="#">Constellation Energy Solutions</a> .



Other Significant Air Emissions	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Nitrogen oxide (NO <sub>x</sub> ) emissions	Metric tons	938	804	GRI 305-7	In 2023, our measured emissions intensity rates, on a per MWh generated basis, for NO <sub>x</sub> and SO <sub>x</sub> were well below the U.S. electric generation industry average, and we have lowered our NO <sub>x</sub> and SO <sub>x</sub> emission rates each by 46 and 71 percent, respectively since 2019. For more information, please see the most recent <a href="#">Benchmarking Air Emissions Report</a> , published November 2023.
<i>NO<sub>x</sub> emissions intensity</i>	<i>kg/MWh generated</i>	<i>0.005</i>	<i>0.004</i>	SASB IF-EU-120a.1	
Sulfur oxide (SO <sub>x</sub> ) emissions	Metric tons	118	53		
<i>SO<sub>x</sub> emissions intensity</i>	<i>kg/MWh generated</i>	<i>0.0006</i>	<i>0.0003</i>		
Particulate matter (PM), lead (Pb), mercury (Hg), volatile organic compounds (VOCs), persistent organic pollutants (POP) and hazardous air pollutants (HAP) emissions	Metric tons	N/A	N/A		
Ozone-depleting substances (ODS) emissions	Metric tons of CFC-11 equivalent	3.76	1.59	GRI 305-6	
Environmental Compliance	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Percentage of generation operations covered under an environmental management system (EMS)	Percent	100%	100%		Refer to <a href="#">Constellation 2024 Sustainability Report</a> : Managing Environmental Programs section for additional details.
Total permit non-compliances	Number	12	16	GRI 2-27	
<i>Air</i>	<i>Number</i>	<i>6</i>	<i>4</i>		
<i>Land</i>	<i>Number</i>	<i>0</i>	<i>1</i>		
<i>Water</i>	<i>Number</i>	<i>6</i>	<i>11</i>	SASB IF-EU-140a.2	
Total notice of violations	Number	0	0	GRI 2-27	
<i>Air</i>	<i>Number</i>	<i>0</i>	<i>0</i>	SASB IF-EU-140a.2	
<i>Land</i>	<i>Number</i>	<i>0</i>	<i>0</i>		
<i>Water</i>	<i>Number</i>	<i>0</i>	<i>0</i>		
Total monetary value of significant fines	Million USD	0	0	GRI 2-27	
Total reportable spills	Number	0	2		Only spills that exceed federal reportable quantities for ground or water are disclosed here.

Water	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total water withdrawal/intake	Megaliters	46,682,483	48,697,737	GRI 303-3 SASB IF-EU-140a.1	
Share of withdrawn water returned to source	Percent	98.5%	98.5%		
Total water discharge	Megaliters	45,974,591	47,960,046	GRI 303-4	
Total water consumption	Megaliters	707,892	737,692	GRI 303-5 SASB IF-EU-140a.1	
Total water consumed in areas with water stress	Megaliters	Negligible	Negligible		We use the <a href="#">World Resources Institute Aqueduct</a> tool to broaden our understanding of potential future water scarcity risks caused by climate change and economic growth and how our operations may be impacted or may pose impacts in these scenarios. Constellation's largest water-consuming sites are in low-medium-risk regions, while our operations in high-water-risk areas use negligible amounts of water and do not face water scarcity risks.
Total water recycled through closed cycle cooling systems	Megaliters	7,003,852	6,649,680		
Biodiversity	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Site biodiversity programs certified by the Wildlife Habitat Council (WHC)	Number	14	15	GRI 304-3	For more information on our WHC-certified programs, please visit <a href="#">WHC's website</a> and select "Constellation" from the "Company/Organization" drop-down menu.
Site biodiversity programs certified by the National Wildlife Federation (NWF)	Number	14	14		
Waste	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total hazardous waste generated	Metric tons	26	42	GRI 306-3	2022 values have been revised from those previously reported in last year's report, which included universal waste, a specially-regulated subset of hazardous waste that includes batteries, mercury-containing lamp bulbs, etc., as defined by U.S. EPA regulations. The updated values reported in this year's report exclude universal waste.
Hazardous waste diverted from disposal	Metric tons	<1	1	GRI 306-4	
Total radioactive waste disposed	Cubic meters	1,393	1,849		For additional context on how we safely manage nuclear waste, please see the Managing Our Waste Responsibly section of our <a href="#">2024 Sustainability Report</a> .

Social		
Human Capital Management		GRI/SASB Indicator
Board level responsibility for human capital management	The Constellation Board of Directors provides oversight on the development and execution of our human capital management strategy and is focused on building and maintaining a corporate culture that values and prioritizes diversity, equity, and inclusion (DEI), including with respect to Board composition. The Compensation Committee of the Board is responsible for reviewing and discussing with management human capital management matters, including as it pertains to DEI. For more information, please see our <a href="#">2024 Proxy Statement</a> , <a href="#">relevant committee charters</a> and <a href="#">2024 Sustainability Report</a> .	GRI 2-9
		GRI 2-12
Executive level responsibility for human capital management	Our executive team, including our CEO and other senior management, is accountable for our human capital management strategy. For more information, please see our 2024 Sustainability Report.	GRI 2-13
Relevant policies and resources	<a href="#">Compensation Committee Charter</a>	
	<a href="#">Code of Business Conduct</a>	
	<a href="#">Our Commitment to DEI webpage</a>	
	<a href="#">Careers website</a>	
	<a href="#">Policy Against Discrimination, Harassment and Retaliation</a>	
	<a href="#">Policy Against Sexual Harassment</a>	

Employees	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total number of employees	Number	13,408	13,871	GRI 2-7	
By employment type					
Regular employees	Number	13,370	13,833	GRI 2-7	Regular employees hold a position where employment is for an indeterminate period and the position is expected to continue on an ongoing basis. This is consistent with the definition of “permanent employee” per the 2021 Global Reporting Initiative (GRI) Standards.
Male	Number	10,414	10,672		
Female	Number	2,889	3,078		
Gender not disclosed	Number	67	83		
Temporary employees	Number	38	38		Temporary employees hold a position (with or without a contract) for a limited period with an expected end date, typically based on completion of a specific assignment, project, or event. This is consistent with the definition of “temporary employee” per the 2021 GRI Standards.
Male	Number	25	28		
Female	Number	13	10		
Full-time employees	Number	13,354	13,813		
Male	Number	10,416	10,674		
Female	Number	2,871	3,056		
Gender not disclosed	Number	67	83		
Part-time employees	Number	54	58		
Male	Number	23	26		
Female	Number	31	32		

Diversity, Equity and Inclusion	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Gender identity by career level					
Total				GRI 405-1	
Male	Percent of Total	78%	77%		
Female	Percent of Total	22%	22%		
Gender not disclosed	Percent of Total	<1%	1%		
Staff					
Male	Percent of Staff	78%	76%		
Female	Percent of Staff	22%	23%		
Gender not disclosed	Percent of Staff	<1%	1%		
Management					Per footnote (c) on page 21 of the Employees > Diversity Metrics section in Constellation’s 2023 Form 10-K, Management is defined as managers as well as all employees who have direct reports and supervisory responsibilities.
Male	Percent of Management	80%	80%		
Female	Percent of Management	20%	19%		
Gender not disclosed	Percent of Management	<1%	1%		
Executives					Per footnote (d) on page 21 of the Employees > Diversity Metrics section in Constellation’s 2023 Form 10-K, Executives are defined as vice presidents and senior level officials that plan, direct, or coordinate activities typically with the support of subordinate executives and managers.
Male	Percent of Executives	76%	78%		
Female	Percent of Executives	24%	22%		

Diversity, Equity and Inclusion	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Racial or ethnic diversity by career level					
Total				GRI 405-1	
American Indian or Alaska Native	Percent of Total	0.4%	0.4%		
Asian	Percent of Total	4.3%	4.5%		
Black or African American	Percent of Total	6.9%	7.0%		
Hispanic or Latino	Percent of Total	5.2%	5.7%		
Native Hawaiian or other Pacific Islander	Percent of Total	0.1%	0.2%		
Race/ethnicity not disclosed	Percent of Total	1.8%	1.9%		
Two or more races	Percent of Total	2.2%	2.2%		
White	Percent of Total	79.0%	78.0%		
Staff				GRI 405-1	
American Indian or Alaska Native	Percent of Staff	0.5%	0.4%		
Asian	Percent of Staff	4.4%	4.7%		
Black or African American	Percent of Staff	7.4%	7.6%		
Hispanic or Latino	Percent of Staff	5.6%	6.3%		
Native Hawaiian or other Pacific Islander	Percent of Staff	0.2%	0.2%		
Race/ethnicity not disclosed	Percent of Staff	1.9%	2.0%		
Two or more races	Percent of Staff	2.3%	2.5%		
White	Percent of Staff	77.7%	76.3%		

Diversity, Equity and Inclusion	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Racial or ethnic diversity by career level					
Management				GRI 405-1	Per footnote (c) on page 21 of the Employees > Diversity Metrics section in Constellation's 2023 Form 10-K, Management is defined as managers as well as all employees who have direct reports and supervisory responsibilities.
American Indian or Alaska Native	Percent of Management	0.3%	0.3%		
Asian	Percent of Management	3.7%	3.9%		
Black or African American	Percent of Management	4.9%	5.1%		
Hispanic or Latino	Percent of Management	3.4%	3.5%		
Native Hawaiian or other Pacific Islander	Percent of Management	0%	0%		
Race/ethnicity not disclosed	Percent of Management	1.3%	1.4%		
Two or more races	Percent of Management	1.8%	1.5%		
White	Percent of Management	84.6%	84.0%		
Executives				GRI 405-1	Per footnote (d) on page 21 of the Employees > Diversity Metrics section in Constellation's 2023 Form 10-K, Executives are defined as vice presidents and senior level officials that plan, direct, or coordinate activities typically with the support of subordinate executives and managers.
Asian	Percent of Executives	4.5%	5.6%		
Black or African American	Percent of Executives	1.5%	3.5%		
Hispanic or Latino	Percent of Executives	2.2%	2.8%		
Two or more races	Percent of Executives	2.2%	0.7%		
White	Percent of Executives	89.6%	87.5%		

Diversity, Equity and Inclusion	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Age by career level					
Total				GRI 405-1	Per footnote (e) on page 21 of the Employees > Diversity Metrics section in Constellation's 2023 Form 10-K, metric is based on the number of regular (excluding temporary) employees.
Aged < 30	Percent of Total	13%	13%		
Aged 30-50	Percent of Total	56%	56%		
Aged > 50	Percent of Total	32%	31%		
Staff					
Aged < 30	Percent of Staff	15%	16%		
Aged 30-50	Percent of Staff	54%	54%		
Aged > 50	Percent of Staff	31%	30%		
Management					Per footnote (c) on page 21 of the Employees > Diversity Metrics section in Constellation's 2023 Form 10-K, Management is defined as managers as well as all employees who have direct reports and supervisory responsibilities.
Aged < 30	Percent of Management	2%	2%		
Aged 30-50	Percent of Management	63%	63%		
Aged > 50	Percent of Management	35%	35%		
Executives				Per footnote (d) on page 21 of the Employees > Diversity Metrics section in Constellation's 2023 Form 10-K, Executives are defined as vice presidents and senior level officials that plan, direct, or coordinate activities typically with the support of subordinate executives and managers	
Aged < 30	Percent of Executives	0%	0%		
Aged 30-50	Percent of Executives	47%	47%		
Aged > 50	Percent of Executives	53%	53%		
Employee resource groups (ERGs)	Number	9	9	Refer to Constellation <a href="#">2024 Sustainability Report</a> : Building a World-Class Workforce section for additional details.	
ERG Chapters	Number	64	67		



Talent Development	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Percentage of total employees in positions designated to receive regular performance reviews who received performance reviews	Percent	N/R	96%	GRI 404-3	Positions that are part of a bargaining unit and comparable positions at non-represented sites are not designated to receive regular performance reviews. Employees who are on leaves of absence or new to role may not receive a performance review, depending on timing.
Employee Hiring and Turnover	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total employee turnover	Number	1,486	1,063	GRI 401-1	For information on our employee turnover rates, please refer to the Turnover Rates section in Constellation's 2023 Form 10-K (pages 21-22). In 2023, this metric was calculated using the actual number of terminations incurred during the year divided by the number of regular employees as of December 31, 2023. This metric excludes temporary employees.
By gender identity					
Male	Number	1,169	844		
Female	Number	312	205		
Gender not disclosed	Number	5	14		
By age group					
Aged <30	Number	225	203		
Aged 30-50	Number	586	411		
Aged >50	Number	675	449		
Total new hires	Number	2,046	1,519		67.5% of the 2023 turnover amount for this age group is due to retirements.
By gender identity					
Male	Number	1,532	1,106		
Female	Number	475	395		
Gender not disclosed	Number	39	18		
By age group					
Aged <30	Number	798	621		
Aged 30-50	Number	1,018	730		
Aged >50	Number	230	168		

Collective Bargaining Agreements (CBAs)	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total employees covered by CBAs	Number	3,342	3,343	GRI 2-30	
	Percent	25%	25%		
<i>Total employees covered by CBAs that were new or renewed in 2023</i>	<i>Number</i>	<i>74</i>	<i>410</i>		
Total active CBAs	Number	21	21		
CBAs negotiated by Constellation in 2023 (new and renewed)	Number	1	4		Per footnote (a) on page 22 of the Employees > Collective Bargaining Agreements section <a href="#">in Constellation's 2023 Form 10-K</a> , does not include CBAs that were extended in 2023 while negotiations for renewal were ongoing.
Employee Engagement	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Engagement survey results					
<i>Percentage of employees who responded to survey</i>	<i>Percent</i>	<i>74%</i>	<i>N/A</i>		We entered “N/A” in the 2023 column for these metrics as Constellation’s employee engagement survey is conducted biennially, and therefore was not conducted in 2023. Updated results will be available in next year’s report.
<i>Percentage of employees who viewed Constellation favorably</i>	<i>Percent</i>	<i>66%</i>	<i>N/A</i>		
<i>Percentage of employees who viewed Constellation as neutral</i>	<i>Percent</i>	<i>22%</i>	<i>N/A</i>		
<i>Percentage of employees who viewed Constellation unfavorably</i>	<i>Percent</i>	<i>12%</i>	<i>N/A</i>		
Percentage of employees in a flexible working arrangement	Percent	39%	35%		

Health and Safety Management		GRI/SASB Indicator
Board level responsibility for health and safety management	The Nuclear Oversight Committee of the Board oversees environmental and safety laws, regulations and standards applicable to ownership and operation of nuclear power facilities. This includes compliance with policies and procedures to manage and mitigate risks associated with nuclear assets and oversight of both cybersecurity risks and environmental, health and safety issues related to nuclear generating facilities. In addition, the Nuclear Oversight Committee has ultimate oversight responsibility for our enterprise health and safety performance. For more information, please see our <a href="#">2024 Proxy Statement</a> , <a href="#">relevant committee charters</a> and <a href="#">2024 Sustainability Report</a> .	GRI 2-9
Executive level responsibility for health and safety management	Our Corporate Safety Council, sponsored by our Chief Generation Officer and comprised of the vice presidents of health and safety for each business unit and staff from Legal, Audit and other teams, provides executive-level oversight of our health and safety strategy. In addition, our Chief Nuclear Officer oversees our corporate-level Nuclear Management Model to consistently manage safety and provide fleet-wide coordination around regulatory compliance, cost-effectiveness and safe operational practices. For more information, please see our <a href="#">2024 Sustainability Report</a> .	
Relevant policies and resources	<a href="#">Nuclear Oversight Committee Charter</a>	
	<a href="#">Corporate Safety Policy</a>	
	<a href="#">Nuclear safety webpage</a>	
	<a href="#">Decommissioning webpage</a>	

Health and Safety Metrics	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Percentage of employees and relevant contractors covered by occupational health and safety management systems	Percent	100%	100%	GRI 403-8	We expect all contractors to follow Constellation’s safety systems, or an approved equivalent.
Employee health & safety incidents					
Fatalities	Number	0	0	GRI 403-9 SASB IF-EU-320a.1	Rate of fatalities as a result of work-related injury = (Number of fatalities as a result of work-related injury / Number of hours worked) x 200,000
	Rate	0	0		
High-consequence work-related injuries (excluding fatalities)	Number	1	0		Rate of high consequence work-related injuries = (Number of high consequence work-related injuries / Number of hours worked) x 200,000
	Rate	0.01	0		
Recordable work-related injuries	Number	36	38		The main types of work-related injuries reported include lacerations, sprains and strains.  Rate of recordable work-related injuries = (Number of recordable work-related injuries / Number of hours worked) x 200,000. This metric is also equivalent to the Total Recordable Incident Rate (TRIR) metric defined under the SASB IF-EU-320a.1 indicator.
	Rate	0.34	0.32		
Lost time incident rate (LTIR)	Rate	0.09	0.12		Lost Time Incident Rate (LTIR) = (Number of incidents involving days away from work / Number of hours worked) x 200,000
Recordable work-related ill health	Number	0	0	GRI 403-10	Atmospheric exposure as defined by OSHA; This would include only new cases of illness identified during the reporting year.

Health and Safety Metrics	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Contractor health and safety incidents					
Contractor fatalities	Number	0	0	GRI 403-9 SASB IF-EU-320a.1	Rate of fatalities as a result of work-related injury = (Number of fatalities as a result of work-related injury / Number of hours worked) x 200,000
	Rate	0	0		
Contractor high-consequence work-related injuries (excluding fatalities)	Number	0	0		Rate of high consequence work-related injuries = (Number of high consequence work-related injuries / Number of hours worked) x 200,000
	Rate	0	0		
Contractor recordable work-related injuries	Number	13	16		The main types of work-related injuries reported include lacerations, sprains and strains.  Rate of recordable work-related injuries = (Number of recordable work-related injuries / Number of hours worked) x 200,000. This metric is also equivalent to the Total Recordable Incident Rate (TRIR) metric defined under the SASB IF-EU-320a.1 indicator.  and fractures
	Rate	0.39	0.46		
Contractor lost time incident rate (LTIR)	Rate	0	0		Lost Time Incident Rate (LTIR) = (Number of incidents involving days away from work / Number of hours worked) x 200,000
Contractor recordable work-related ill health	Number	0	0	GRI 403-10	Atmospheric exposure as defined by OSHA; This would include only new cases of illness identified during the reporting year.

Nuclear Plant Safety	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Control operators trained/qualified during the year	Number	66	98		
Incidents on the International Atomic Energy Agency (IAEA) International Nuclear and Radiological Event Scale	Number	0	0		
Total number of nuclear power units, broken down by results of most recent independent safety review	Number	23	25	SASB IF-EU-540a.1	<p>The U.S. Nuclear Regulatory Commission (NRC) objectively assesses nuclear plant safety and performance through its Reactor Oversight Process (ROP). As part of the ROP, the most reliable way to assess plant safety and performance on a real-time basis is through the ROP Action Matrix, which uses independent NRC inspections to categorize and communicate to the public the current safety performance status of each plant.</p> <p>For more information about the NRC’s Reactor Oversight Process Action Matrix, please visit <a href="https://www.nrc.gov/reactors/operating/oversight/rop-description.html">https://www.nrc.gov/reactors/operating/oversight/rop-description.html</a></p>
Licensee response	Number	20	20		
Regulatory response	Number	3	1		
Corporate Philanthropy and Volunteerism	Unit			GRI/SASB Indicator	Additional Information
Combined Constellation, Foundation and employee giving	Million USD	\$12.5	\$18.7		
Constellation community donations	Million USD	\$7.9	\$13.6		This refers to total grant funding that Constellation and the Constellation Foundation provided to non-profit organizations, including those designated by employees through our Employee Charitable Match, Dollars for Doers and Impact Leaders programs.
Employee community donations	Million USD	\$4.6	\$5.1		This represents donations made by employees that were matched by Constellation through the Employee Charitable Match program.
Share of Constellation direct giving that impacts diverse populations	Percent	87%	81%		<p>The term “direct giving” refers to grant funding that Constellation and the Constellation Foundation provide to non-profit organizations whose missions are directly aligned with our core citizenship and philanthropy pillars, namely climate and environment, and equity and education. It does not include funding provided to non-profit organizations designated by employees through our Employee Charitable Match, Dollars for Doers and Impact Leaders programs.</p> <p>Impact on underrepresented populations is based on information provided by the non-profit organizations as to the populations served by the non-profit organization’s efforts and includes racially and ethnically diverse, senior citizen, military/veteran, sexual orientation, and underserved youth populations.</p>
U.S. states benefiting from Constellation community donations	Number	33	31		
Non-profits benefiting from Constellation and employee donations	Number	3,300	4,400		
Employee volunteer hours	Hours	80,000	102,000		

Governance		
Corporate Governance		GRI/SASB Indicator
Board level responsibility for ethics issues	The Constellation Board of Directors provides oversight of our compliance with laws and ethical principles and is committed to ensuring that Constellation conducts business in accordance with the highest standards of ethics, integrity, and transparency. Constellation's Chief Ethics and Compliance Officer has a direct reporting relationship to the Audit and Risk Committee of the Constellation Board and provides updates to the Committee at least quarterly. For more information, please see our <a href="#">2024 Proxy Statement</a> , <a href="#">relevant committee charters</a> and <a href="#">2024 Sustainability Report</a> .	GRI 2-9
Executive level responsibility		GRI 2-12
	Constellation's Ethics and Compliance Office provides governance and oversight of the Company's compliance program and is the primary resource for ethics advice and interpretation of the Code of Business Conduct and Supplier Code of Conduct. Our Ethics and Compliance office conducts various risk assessments to help identify compliance risks and assess controls for those risks. It works with business teams on the appropriate design, implementation, and testing of controls for various compliance obligations. The Chief Ethics and Compliance Officer has a direct reporting relationship to the Audit & Risk Committee.	GRI 2-13
Board level responsibility for cybersecurity issues	Our Board is actively engaged in monitoring the performance of the Company's cybersecurity program and maintains oversight of the Company's enterprise risk program, including with respect to commodity markets, market design, enterprise security (physical and cyber), operating risks, and financial performance. While the full Board retains ultimate responsibility and oversight of the Company's cybersecurity risk management practices, the Nuclear Oversight Committee and the Audit and Risk Committee also have cybersecurity risk management as part of their charters. The Nuclear Oversight Committee is tasked with overseeing compliance with policies and procedures to manage and mitigate cybersecurity risks associated with our nuclear assets. The Audit and Risk Committee oversees policies and processes established by management to identify, assess, monitor, manage and control technology and cyber risks, among other risks. For more information, please see our <a href="#">2024 Proxy Statement</a> , <a href="#">relevant committee charters</a> and <a href="#">2024 Sustainability Report</a> .	GRI 2-9
Executive level responsibility for cybersecurity issues	Our cybersecurity governance and risk management structure are established at the executive level and implemented through our cybersecurity program which deploys risk-based security controls and services to protect our customers, personnel, information and cyber assets. The program aligns enterprise cyber and physical security controls with the National Institute of Standards & Technology (NIST) Cybersecurity Framework (CSF) and other industry standards such as the North American Electric Reliability Corporation Critical Infrastructure Protection standards and Nuclear Regulatory Commission Cyber Security Rule (10 CFR 73.54).	GRI 2-9

Corporate Governance	
Relevant policies and resources	<a href="#">2024 Proxy Statement</a>
	<a href="#">2023 Form 10-K</a>
	<a href="#">Board &amp; Committees webpage</a>
	<a href="#">Ethics and Governance webpage</a>
	<a href="#">Committee Charters</a>
	<a href="#">Corporate Governance Principles</a>
	<a href="#">Constellation Bylaws</a>
	<a href="#">Code of Business Conduct</a>
	<a href="#">Constellation Ethics Help Line</a>
	<a href="#">Supplier Code of Conduct</a>
	<a href="#">Suppliers website</a>
	<a href="#">Related Persons Transactions Policy</a>
	<a href="#">Due Diligence and Monitoring Procedure for Third Parties Engaged in Political Consulting and Lobbying Activities</a>
	<a href="#">Interactions with Federal, State and Local Public Officials</a>



Board Member Diversity	Unit	2022	2023	GRI/SASB Indicator	Additional Information	
Total number of Board members	Number	10	11	GRI 405-1	Constellation added a new Board member in May 2023.	
By gender identity						
Male	Percent	70%	73%			
Female	Percent	30%	27%			
By racial or ethnic diversity					This data represents each director's self-identification of their race and/or ethnicity. Constellation considers an individual who self-identifies as one or more of the following to be racially or ethnically diverse: Black or African American, Hispanic or Latinx, Asian (including South Asian), Native American or Alaska Native, Native Hawaiian or Pacific Islander, or Middle Eastern or North African.	
White	Percent	60%	55%			
People of color	Percent	40%	45%			
By age						
Aged <30	Percent	0%	0%			
Aged 30-50	Percent	0%	0%			
Aged >50	Percent	100%	100%			
Ethics	Unit	2022	2023	GRI/SASB Indicator	Additional Information	
Percentage of employees who completed required Code of Conduct training	Percent	99%	99%	GRI 205-2	Non-represented employees and Board members are also required to complete a certification of compliance questionnaire annually to disclose potential conflicts of interest and certify their understanding of the Code.	
					For more information on how we communicate the Code and related policies to employees, please refer to the Maintaining Ethical Business Conduct section of our <a href="#">2024 Sustainability Report</a> .	
Suppliers that go through Constellation's Managed Supply Process to whom anti-corruption policies and procedures have been communicated	Number	4,250	5,010			
	Percent of applicable suppliers	100%	100%			
Data Privacy and Cybersecurity	Unit	2022	2023	GRI/SASB Indicator	Additional Information	
Number of financially material cyber incidents impacting Constellation's assets, operations, or information	Number	0	0	SASB IF-EU-550a.1		
Percentage of employees with access to Constellation IT network who receive cybersecurity training	Percent of employees	100%	100%		All employees and contractors who have access to the Constellation IT network environment are required to undertake assigned cybersecurity training, unless there is a valid exemption for them not to do so.	

Supply Chain	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Supplier diversity spend	Million USD	\$481	\$522		Supplier diversity spend includes spend with diverse suppliers that are authenticated by third party certification agencies that are recognized by Constellation. In general, diverse suppliers are defined as suppliers that are certified as being, a for-profit business, owned by a U.S. citizen(s), 51 percent owned, operated and controlled by a qualified minority group member, women, LGBTQ+, veteran-owned, disabled-veteran owned, person(s) with disabilities; or are certified as an 8a business concern, disadvantaged business enterprise, small disadvantaged business or other certification, such as HUBZone. Ownership, in the case of a publicly owned business, means that at least 51 percent of the stock is owned by one or more qualified diverse business owners.
Share of total supplier spend on diverse suppliers	Percent	19%	21%		
Share of total supplier spend on local suppliers	Percent	39%	39%	GRI 204-1	Constellation defines a 'local' supplier as any supplier with a remit-to address in the same state as one of Constellation's significant locations of operations, considered to be any state that is home to one of Constellation's nuclear generating stations or a major non-nuclear power plant.
Percentage of new suppliers screened using environmental criteria	Percent	See Additional Information column for details		GRI 308-1	<p>Constellation uses a standardized environmental questionnaire for all prospective suppliers invited to participate in request for proposals (RFPs) for applicable categories of work. The questionnaire requests supplier information regarding their environmental compliance track record over the last five years, as well as whether they track their GHG emissions and if they possess any certifications from third party environmental agencies. RFPs that contain this environmental questionnaire include, but are not limited to, scopes of work that fall under categories such as chemicals, gases, fuel, radioactive waste, and heavy hauling.</p> <p>Refer to <a href="#">Constellation 2024 Sustainability Report</a>: Building a Responsible and Diverse Supply Chain section for additional details.</p>
Percentage of new suppliers screened using social criteria	Percent	See Additional Information column for details		GRI 414-1	<p>Suppliers that participate in an RFP with a scope of work that is over \$1,000,000 in total spend must go through Constellation's strategic sourcing process. This process includes an evaluation of multiple factors, including supplier responses pertaining to social criteria such as safety, diverse business empowerment and union affiliation (we do not represent a position or preference for union requirements in RFPs, unless a particular business unit has a contractual requirement for the use of union labor such as building trades labor agreements).</p> <p>Refer to <a href="#">Constellation 2024 Sustainability Report</a>: Building a Responsible and Diverse Supply Chain section for additional details.</p>

Political Contributions	Unit	2022	2023	GRI/SASB Indicator	Additional Information
Total political contributions attributed to Constellation	USD	\$1,085,048	\$1,162,925	GRI 415-1	
Political contributions by funding recipient	USD	<a href="#">2022 Corporate Political Contributions Report – January through June</a> <a href="#">2022 Corporate Political Contributions Report – July through December</a>	<a href="#">2023 Corporate Political Contributions Report – January through June</a> <a href="#">2023 Corporate Political Contributions Report – July through December</a>		