



Constellation ESG Investor Presentation

July 2023

Cautionary Statements Regarding Forward-Looking Information

This presentation contains certain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 that are subject to risks and uncertainties. Words such as “could,” “may,” “expects,” “anticipates,” “will,” “targets,” “goals,” “projects,” “intends,” “plans,” “believes,” “seeks,” “estimates,” “predicts,” and variations on such words, and similar expressions that reflect our current views with respect to future events and operational, economic, and financial performance, are intended to identify such forward-looking statements.

The factors that could cause actual results to differ materially from the forward-looking statements made by Constellation Energy Corporation and Constellation Energy Generation, LLC, (Registrants) include those factors discussed herein, as well as the items discussed in (1) the Registrants’ 2022 Annual Report on Form 10-K in (a) Part I, ITEM 1A. Risk Factors, (b) Part II, ITEM 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations, (c) Part II, ITEM 8. Financial Statements and Supplementary Data: Note 19, Commitments and Contingencies; (2) the Registrants’ First Quarter 2023 Quarterly Report on Form 10-Q in (a) Part II, ITEM 1A. Risk Factors, (b) Part I, ITEM 2. Management’s Discussion and Analysis of Financial Condition and Results of Operations, and (c) Part I, ITEM 1. Financial Statements: Note 12, Commitments and Contingencies; and (d) other factors discussed in filings with the SEC by the Registrants.

Investors are cautioned not to place undue reliance on these forward-looking statements, whether written or oral, which apply only as of the date of this presentation. Neither Registrant undertakes any obligation to publicly release any revision to its forward-looking statements to reflect events or circumstances after the date of this presentation.

Constellation's ESG Principles

Our Value Proposition and ESG Principles

Constellation is positioned to deliver long-term value for our shareholders through our enduring businesses that are ready to meet the climate crisis. We are leading the transition to a carbon-free future as one of the largest providers of energy solutions to commercial and industrial (C&I) customers and the largest producer of carbon-free power in the U.S. Furthermore, our fleet is uniquely situated to be the reliable, baseline carbon-free energy source of the energy transition. We are proud of our history of actively working to reduce our emissions and improving the value, longevity and output of our assets through policy leadership, technology and innovation. Based on this foundation, Constellation is ideally suited to support our customers' ambitions to reduce their environmental impact and seek solutions to the climate crisis. Our disciplined capital allocation strategy supports a strong investment grade balance sheet, reinvestment in our business, growth investment consistent with our corporate strategy and return of capital to owners.

Our ESG principles are core to our business strategy and value proposition. Our values and ESG principles guide us in our central purpose. We are focused on driving action in these critical focus areas:

Constellation's ESG Principles

Providing Carbon-Free Energy and Climate Mitigation

Commercial & Industrial Customer Transformation

Innovation and Technology Enablement

Carbon-Free Policy Advocacy

Equity and Community Empowerment

Commitment to Diversity, Equity and Inclusion

Strong Corporate Governance and Risk Management

Constellation Generates Reliable, Resilient, Carbon-Free Electricity



Nations Largest Producer of Clean, Carbon-Free Generation

Largest Fleet

of competitive nuclear in U.S.

~10%

of all carbon-free energy produced in U.S.

178 TWhs

of clean, carbon-free energy produced in 2022

2,653 MWs

of renewable and storage capacity



Our Overall Business

32,355 MWs

of operating capacity

~3/4

of Fortune 100 companies served

208 TWhs

of load served

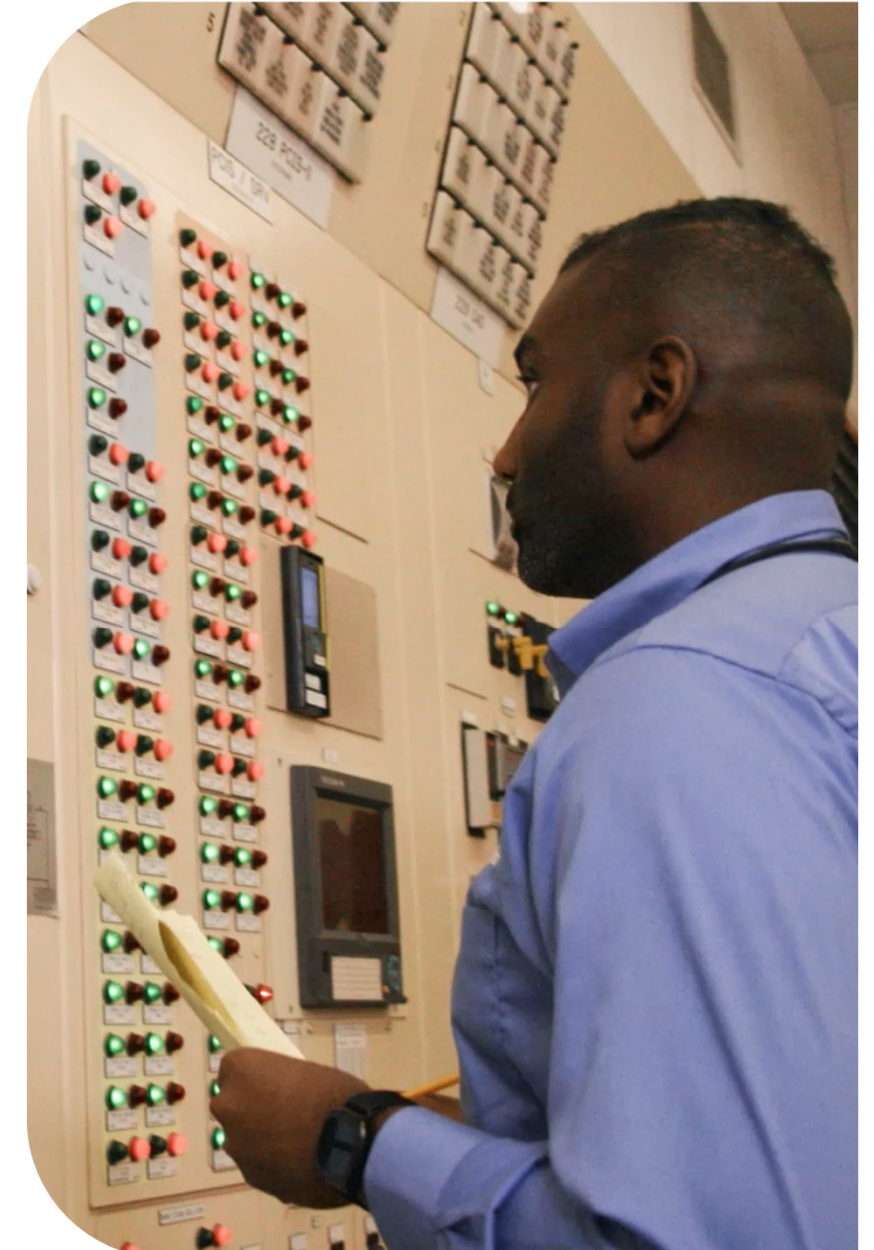
~2 Million

customers

100%
carbon-free generation
by 2040 ⁽¹⁾

126M Metric Tons
of carbon avoided

Comprehensive Suite
of clean energy products for our customers

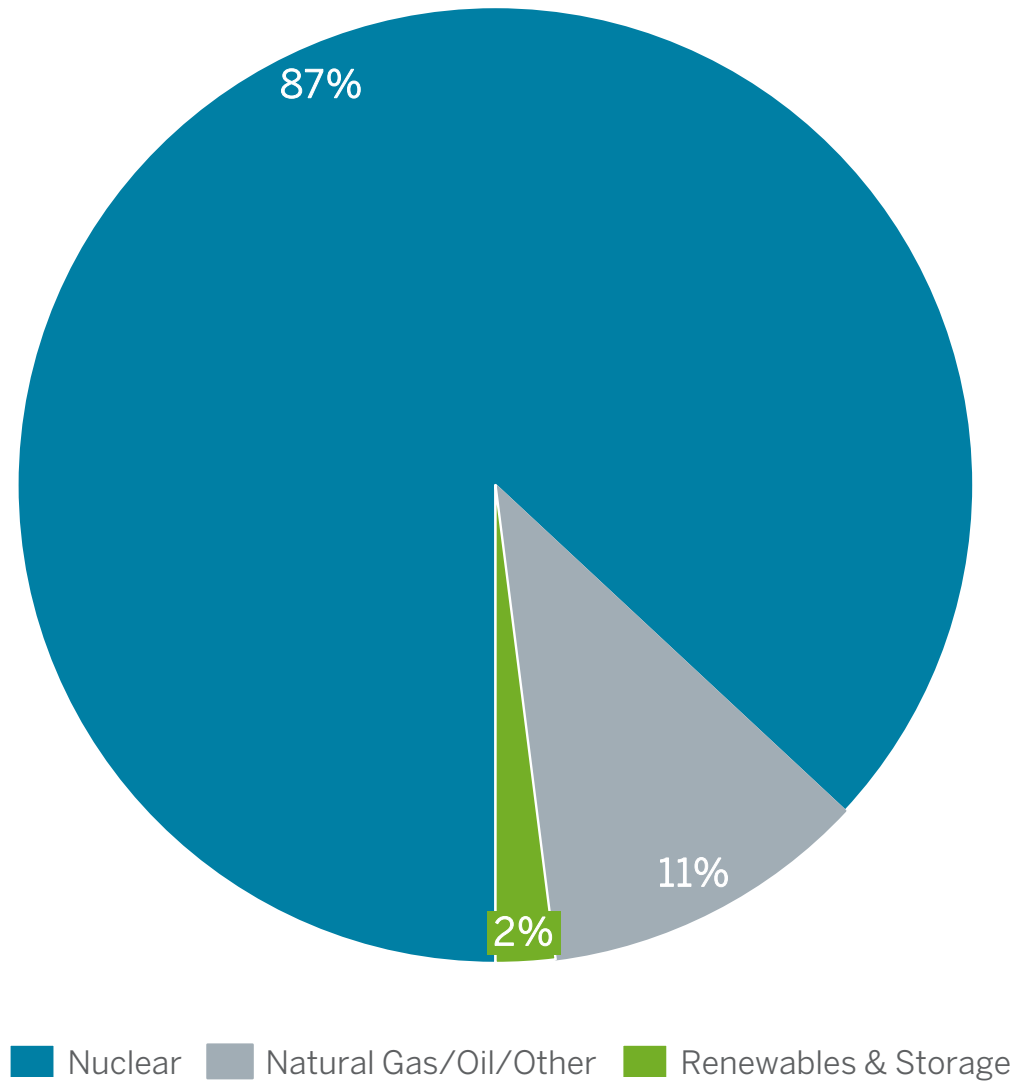


Note: Numbers reflect year end 2022

(1) Subject to policy support and technology advancements

Nearly 90% of Constellation's Generation is Emission Free (1)

Total Generation Output by Fuel Type (1)



Calvert Cliffs Clean Energy Center

Note: Reflects Constellation's ownership share of output as of December 31, 2022; may not sum due to rounding
(1) Output reflects actual amount produced and delivered from each generator (measured in GWhs)

Constellation's Premier Nuclear Fleet is Fighting the Climate Crisis

Constellation's Nuclear Portfolio

Constellation's nuclear fleet is the nation's largest - owning and operating **21 reactors**, with ownership interest in an additional two reactors

173 TWhs

of clean,
carbon-free
nuclear
generation

94.8%

nuclear capacity
factor

20,895 MWs

nuclear operating
capacity

Nuclear Avoids Emissions and Contributes to Constellation's Low Intensity Rates

- **Nuclear is an emissions-free energy source** – in 2022, Constellation's nuclear fleet **avoided 123M metric tons of carbon emissions** ⁽¹⁾
- On a per MWh generated basis across our entire fleet in 2022, our measured emissions intensity rates for NO_x and SO_x were below the U.S. electric generation industry average ⁽²⁾, and we have lowered our NO_x and SO_x emission rates each by 36 percent since 2019

Note: Numbers reflect year end 2022

(1) Measured using the EPA Greenhouse Gas Emissions calculator <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

(2) Based on the most recent Benchmarking Air Emissions Report, published September 2022: <https://www.sustainability.com/thinking/benchmarking-air-emissions-100-largest-us-powerproducers/>

Nuclear Plays a Unique Role in the Fight Against the Climate Crisis

24/7

Nuclear power provides firm carbon-free electricity while displacing fossil fuels in applications requiring a continuous power supply

Resilient

Nuclear power has onsite fuel for 18-24 months, providing resilient and reliable power every season, no matter the weather

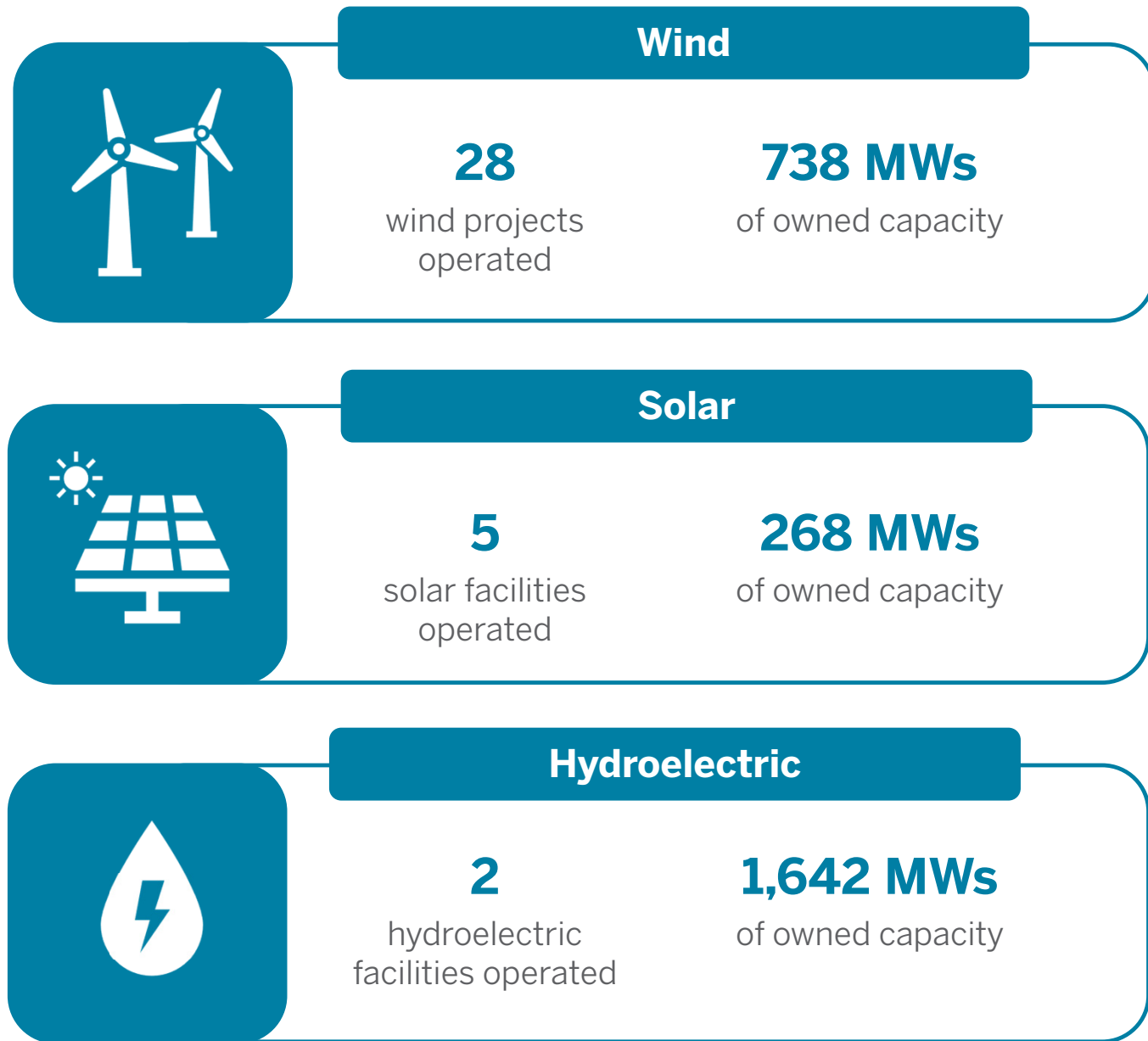
Variable Renewables

Nuclear power can support higher deployment of variable wind and solar generation without the need for backup capacity from fossil fuel generation

Long-Dated Asset Life

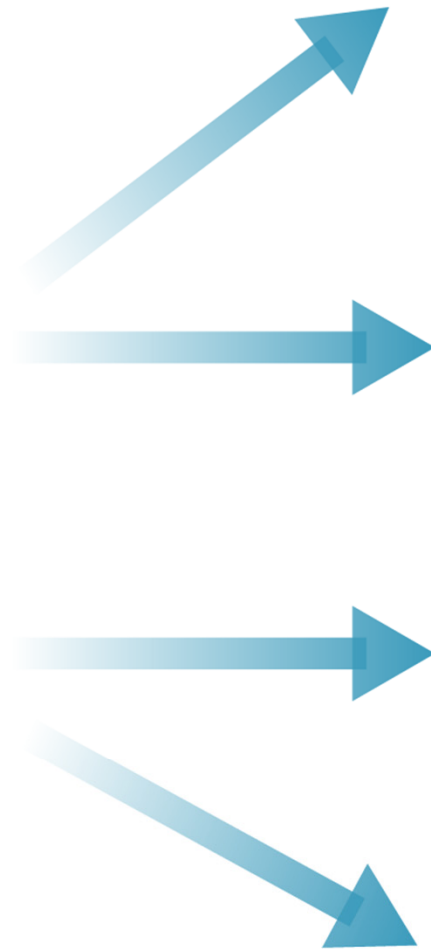
Subsequent license renewals can extend carbon-free production from 60 to 80 years – more than three times the useful life of renewables and two times the useful life of coal

Comprehensive Portfolio of Renewable Generation



Criterion Wind Project

Constellation's Nuclear Plants are Clean Energy Centers



Hydrogen



Data Center



Direct Air Capture



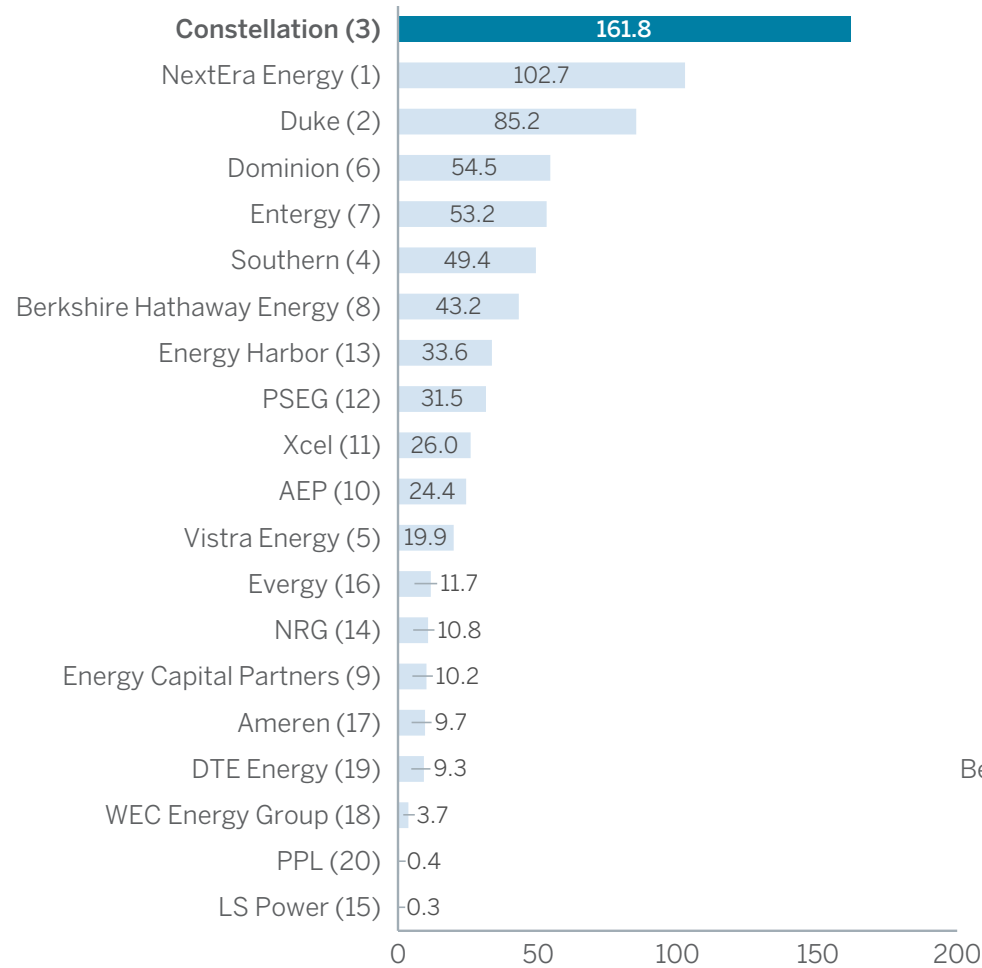
Flexible Grid Energy and Capacity (24/7)



Constellation is the Largest Producer of Carbon-Free Electricity in the United States

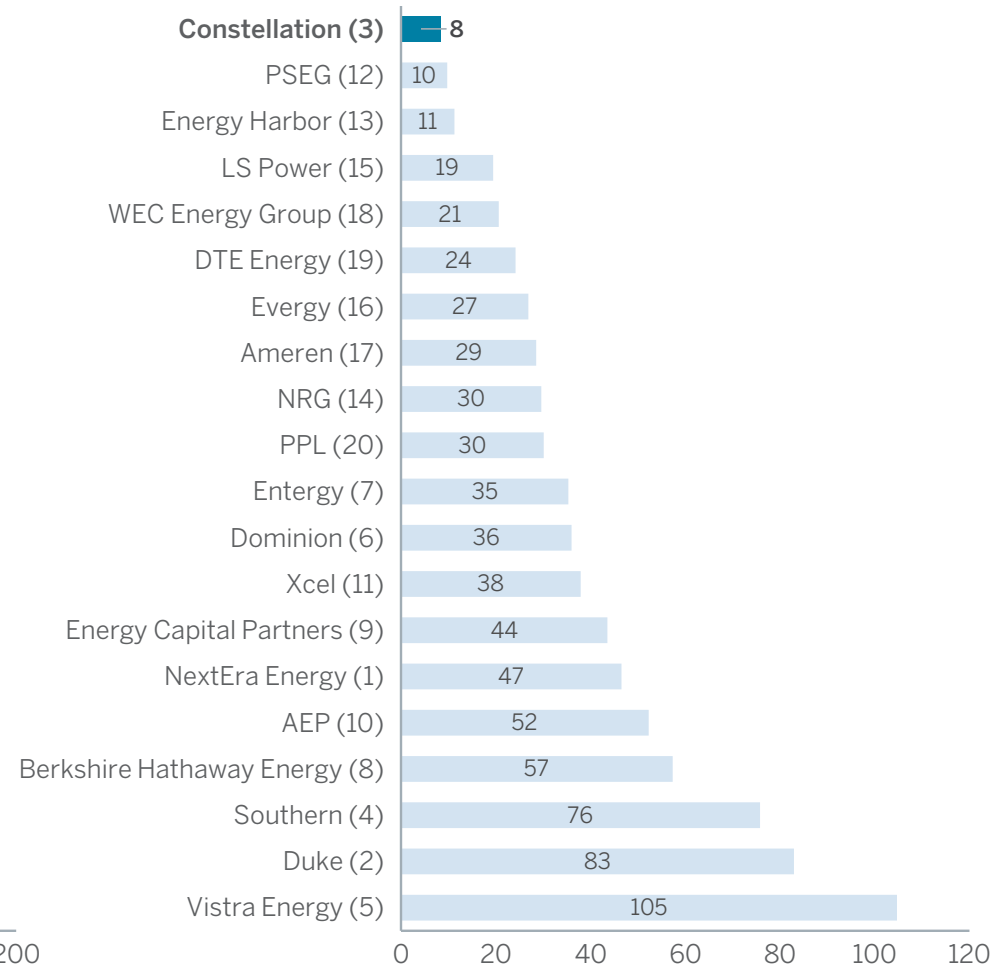
Largest Producers of Carbon-Free Generation (1,2)

million MWh



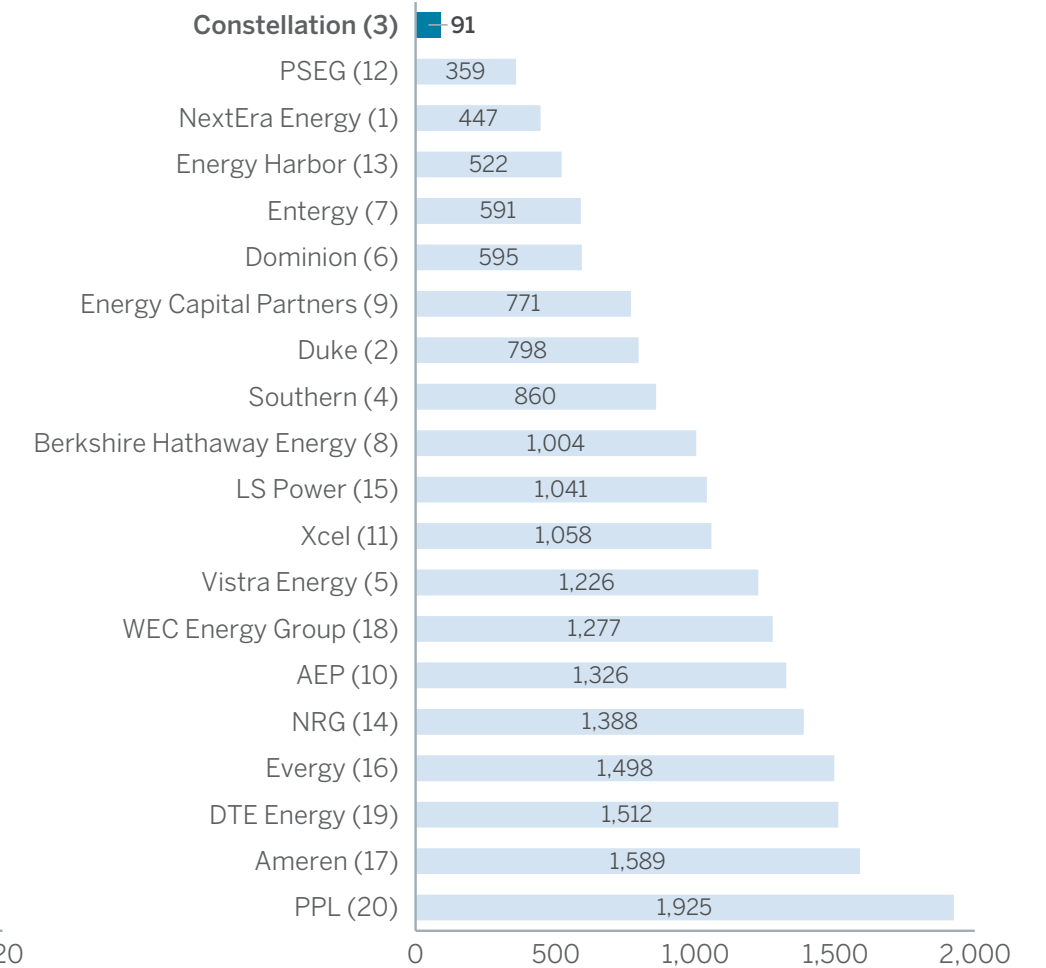
Lowest CO₂ Emissions Among Major Investor-Owned Generators (2)

million short tonnes



Lowest Carbon Intensity Among Major Investor-Owned Generators (2)

lb/MWh

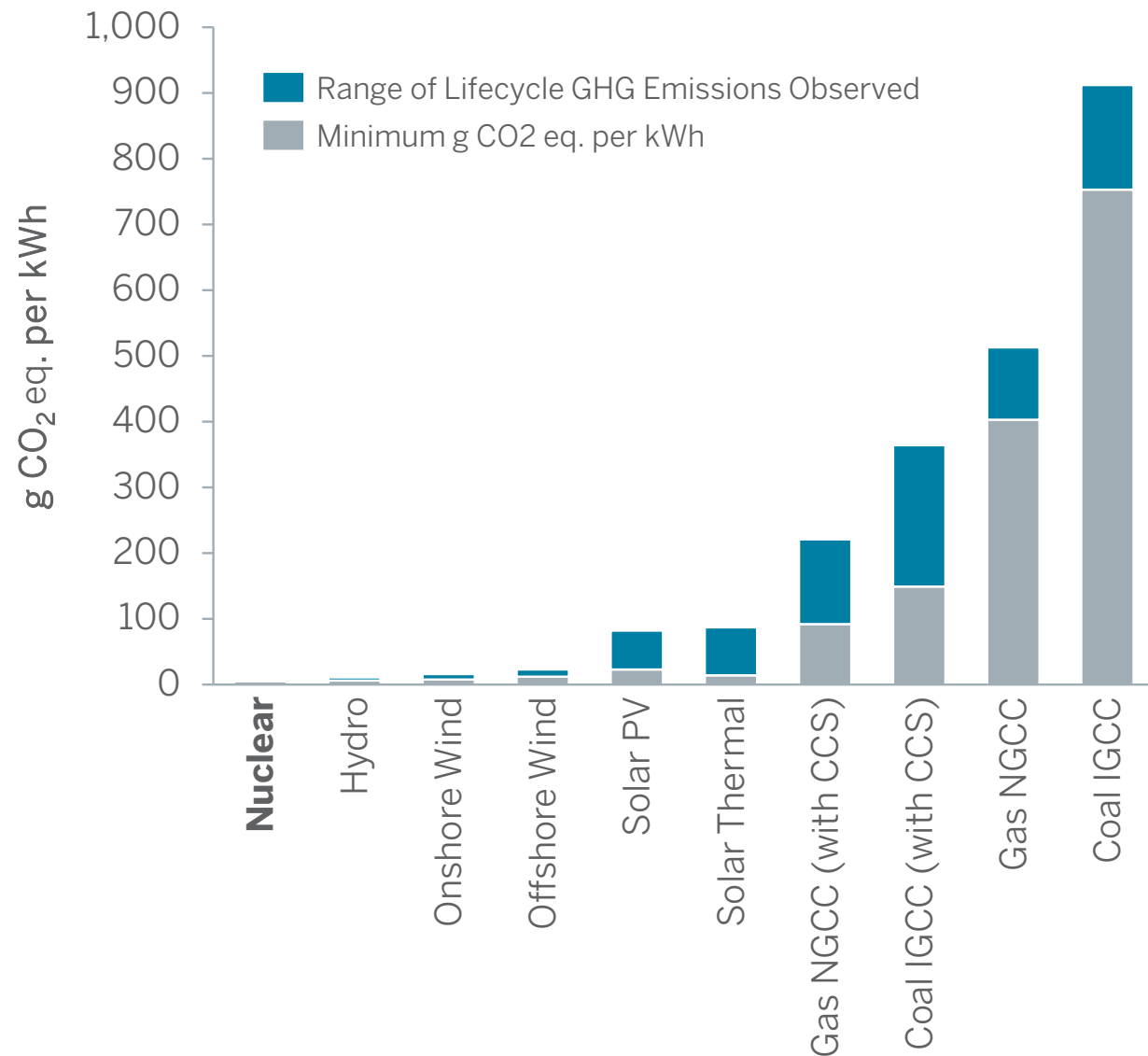


(1) Reflects 2020 regulated and non-regulated generation. Source: M.J. Bradley & Associates Benchmarking Air Emissions, September 2022; <https://www.sustainability.com/globalassets/sustainability.com/thinking/pdfs/2022/benchmarking-air-emissions-2022.pdf>

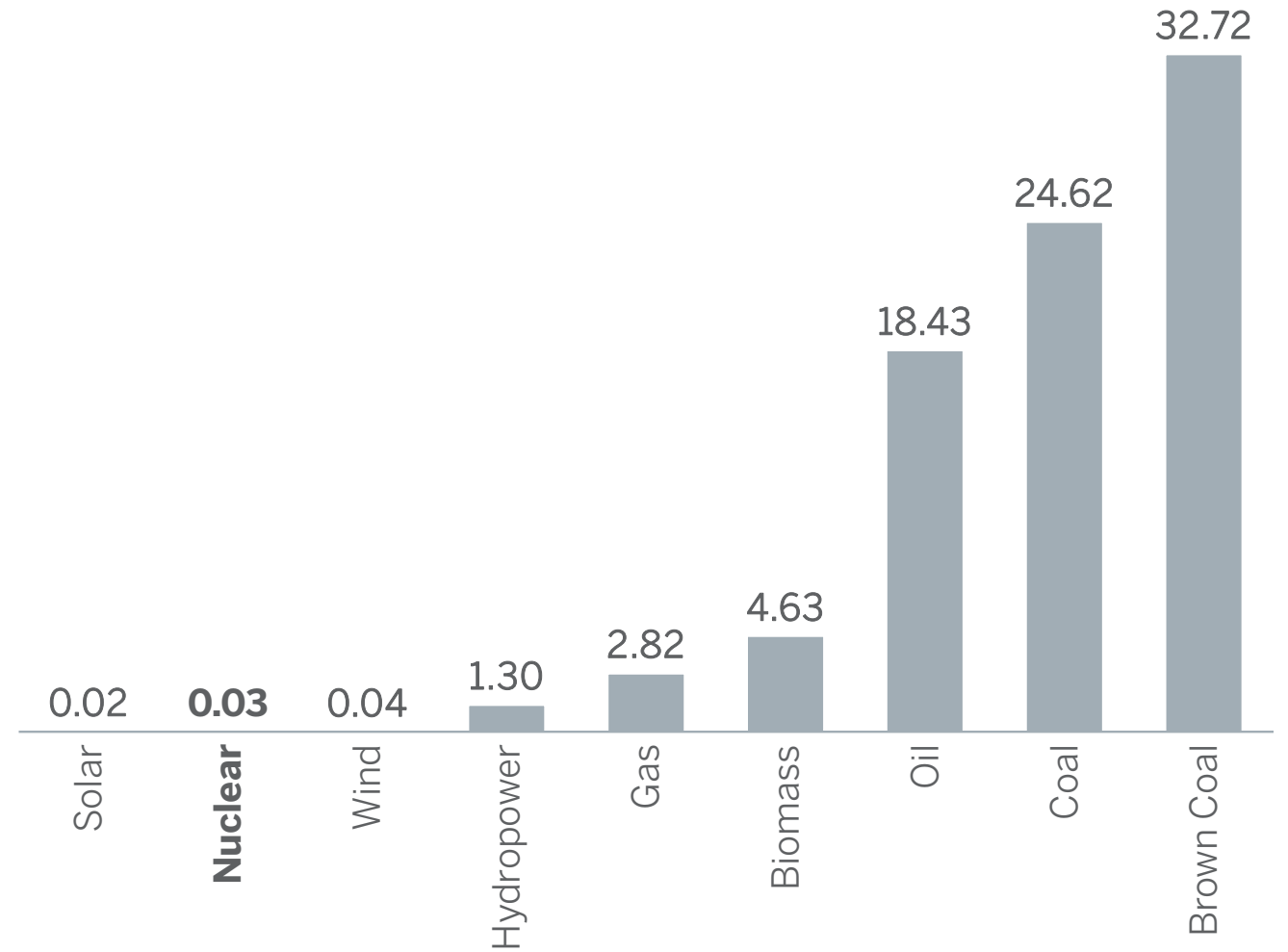
(2) Number in parentheses is the company's ranking among the 20 largest investor-owned producers (total MWh) in 2020, i.e. Constellation was the third largest generator in 2020

Nuclear is One of the Cleanest and Safest Forms of Power Generation

Nuclear has the Lowest GHG Lifecycle Emissions by Source ⁽¹⁾



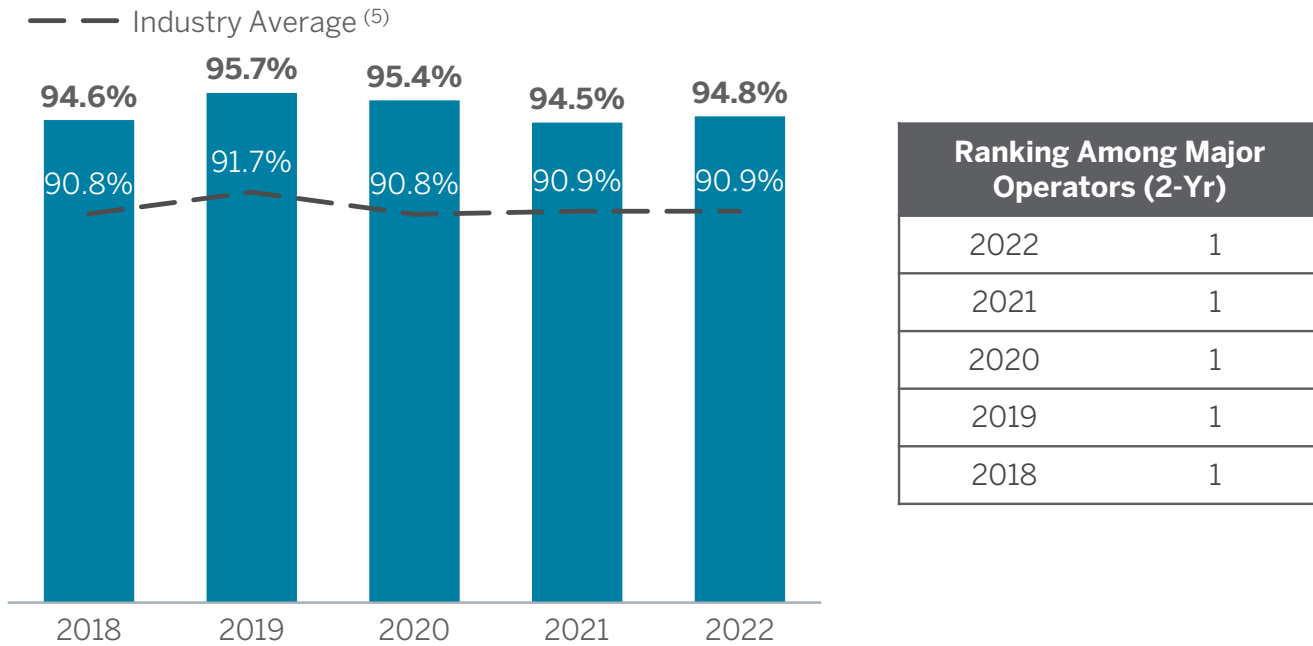
Nuclear has One of the Lowest Mortality Rates per TWh of Electricity ⁽²⁾



(1) Source: https://unece.org/sites/default/files/2022-04/LCA_3_FINAL%20March%202022.pdf
 (2) Source: <https://ourworldindata.org/grapher/death-rates-from-energy-production-per-twh>

Nuclear is the Most Reliable Form of Generation

Constellation Nuclear Capacity Factor (1,2,3)



Ranking Among Major Operators (2-Yr)	
2022	1
2021	1
2020	1
2019	1
2018	1

4% Capacity Factor Above Industry Average (5)

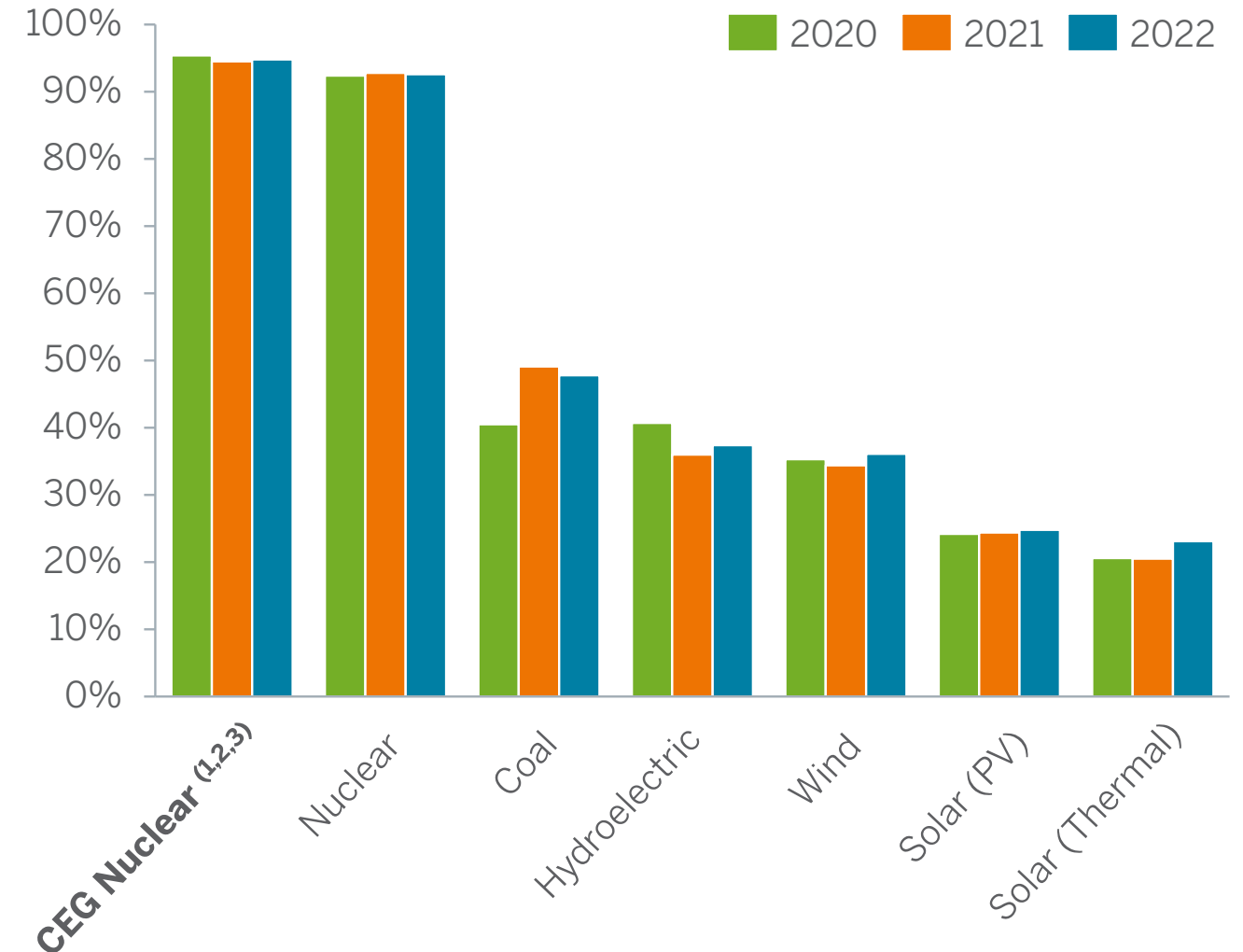
X

Constellation Capacity (21 GWs) (2)

...over **7.3 million MWh** of additional carbon-free energy generated

...almost **5.2 million mtCO₂ avoided**, which is equivalent to removing **1.1 million cars** off the road (6)

Capacity Factors By Generation Type (4)

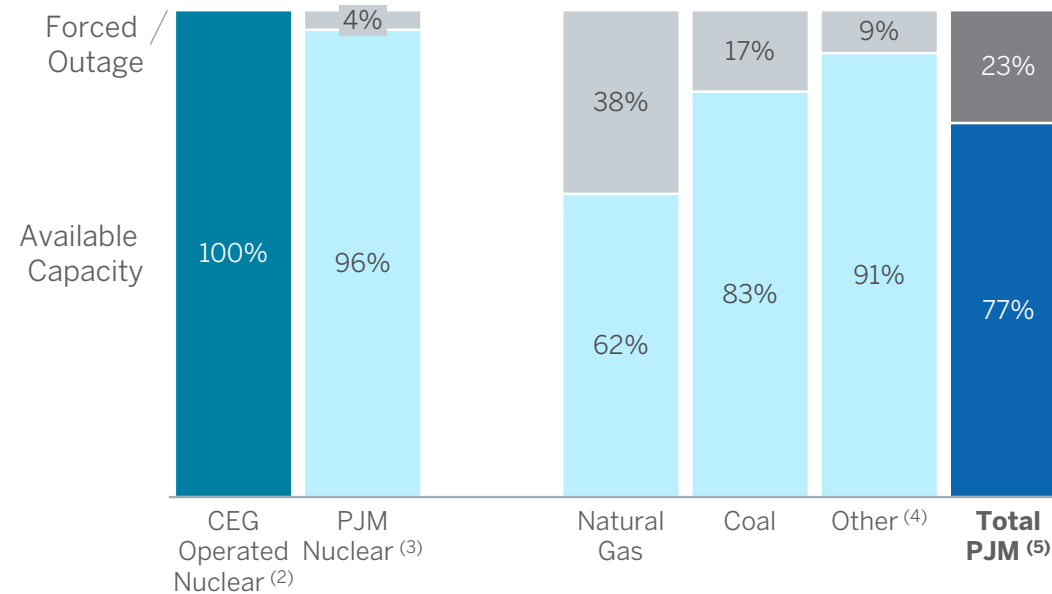


(1) Source: Constellation's internal benchmarking report
 (2) Reflects Constellation's ownership share of CENG and other partially-owned units. Includes 100% ownership of CENG following closure of EDF Put on August 6, 2021.
 (3) Excludes Salem. Constellation and Industry averages reflect Oyster Creek and TMI partial year operation in 2018 and 2019, respectively.
 (4) Source: https://www.eia.gov/electricity/monthly/epm_table_grapher.php?t=table_6_07_a, and, https://www.eia.gov/electricity/monthly/epm_table_grapher.php?t=table_6_07_b
 (5) Industry average represents major operators excluding Constellation
 (6) Measured using the EPA Greenhouse Gas Emissions calculator <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

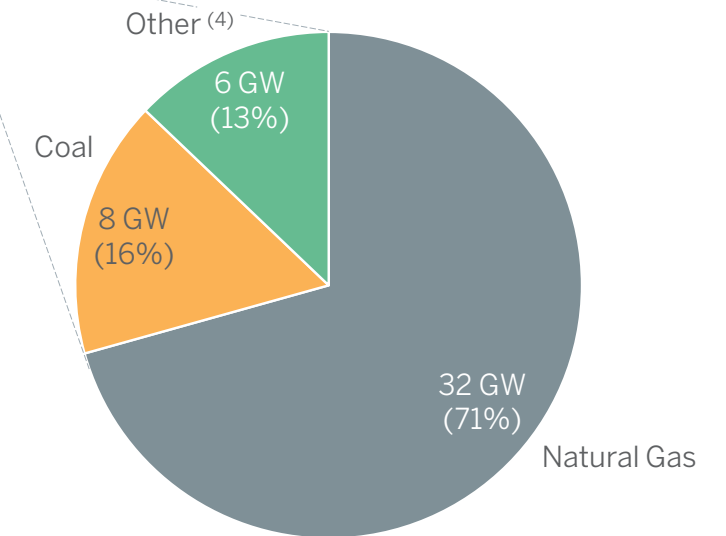
Always-on Nuclear Keeps the Lights On, Fossil Fails During Grid Emergency

- Between December 23-25, Winter Storm Elliott brought record-setting low temperatures to the PJM region, **threatening the reliability of the grid and safety of Americans**
- Always-on nuclear power provided the resiliency and reliability** needed by the grid to prevent catastrophic blackouts
- Constellation's operated nuclear fleet ran at 100% during the event** ⁽¹⁾
- Fossil failed to perform. **23% of PJM capacity failed, nearly 90% of the outages were fossil.**
- PJM was forced to issue emergency conservation alerts, which were **followed by alerts from utilities, governors' offices, and media outlets**

Forced Outage vs. Available Capacity



Total Forced Outages ⁽⁵⁾



Bloomberg

Green Weather & Science

Deadly Winter Storm Exposes Deep Flaws of US Energy System

- Natural gas supplies plunged as wells froze, pipelines failed
- Millions faced temporary blackouts as extreme cold set in

Vox

Winter storms put the US power grid to the test. It failed.

America's aging energy infrastructure and reliance on fossil fuels pushed local power grids to the brink.

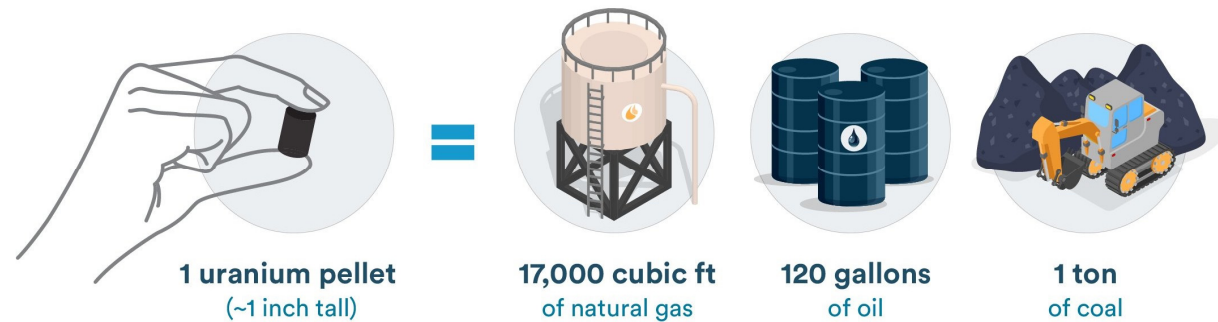
pjm As We Called Reserves, a Significant Portion of Fleet Failed To Perform (Preliminary Data)

SATURDAY:

(1) Source: <https://www.nrc.gov/reading-rm/doc-collections/event-status/reactor-status/2022/index.html>
 (2) Does not include minority ownership share of Salem, which Constellation does not operate
 (3) Source: <https://www.nei.org/news/2023/nuclear-saves-the-holiday-season>
 (4) Other includes nuclear, oil, wind, and solar
 (5) Source: <https://pjm.com/-/media/committees-groups/committees/mic/2023/20230111/item-0x---winter-storm-elliott-overview.ashx>


Nuclear Fuel is Extremely Energy Dense and Creates Minimal Waste Which is Safely Stored


Nuclear Fuel is Dense (1)



A Nuclear Plant's Footprint is Small (2)


A 1,000 MW nuclear facility needs just over one square mile


A wind farm of similar generation output requires up to 360 times the land area


A solar (PV) facility of similar generation output requires up to 75 times the land area

All the waste generated by the U.S. nuclear industry since the 1950s would only require the space of one football field 10 yards deep. By comparison, one coal plant produces as much waste by volume in one hour as nuclear power has in its history (4)

Spent Nuclear Fuel Storage and Oversight

- After spent fuel is cooled in pools, it is sealed in a metal or steel cylinder, surrounded by helium gas and then encapsulated in a metal or concrete outer shell, which is 20-30 inches thick to shield radiation
- Since the first casks were loaded in 1986, there has never been a release of radiation that affected the public or the environment
- Radioactivity from the site must be less than 25 millirem per year at the site boundary – which is lower than the radioactivity from a chest x-ray
- Casks are designed to withstand earthquakes, projectiles and floods
- Spent nuclear fuel is stored in compliance with stringent safety and security requirements and oversight from the Nuclear Regulatory Commission (NRC)
- The NRC has investigated the safety of long-term dry cask storage and concluded there to be minimal risk, even after 100 years (3)

(1) Source: U.S. Department of Energy; <https://www.energy.gov/ne/articles/3-reasons-why-nuclear-clean-and-sustainable>

(2) Source: <https://www.nei.org/news/2015/land-needs-for-wind-solar-dwarf-nuclear-plants>

(3) Source: SECY-14-0072-Enclosure 2 - Generic Environmental Impact Statement for Continued Storage of Spent Nuclear Fuel. (<https://www.nrc.gov/docs/ML1418/ML14188B749.pdf>)

(4) Source: <https://www.nei.org/news/2019/what-happens-nuclear-waste-us>

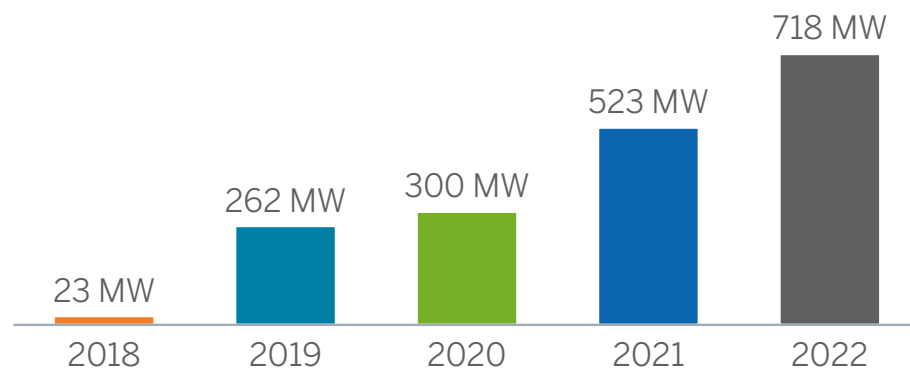
Energy Solutions Enable Customers to Meet their Sustainability Goals

Constellation Offsite Renewables (COfRe)

Allows customers to transact with utility-scale, carbon-free generation projects through a physical energy supply contract

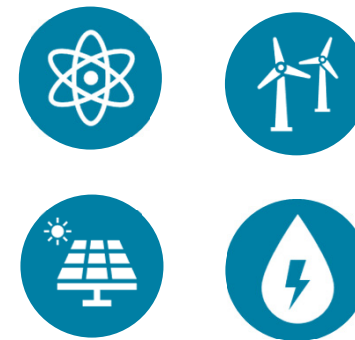
- Our COfRe product offers customers access to existing offsite renewable projects through a retail power contract
- The COfRe+ product offers access to newbuild renewable energy projects and renewable energy certificates (RECs) through a physically-delivered retail electric supply agreement

COfRe Customer Projects



Hourly Carbon-Free Matching

Worked with Microsoft to develop an hourly carbon-free matching platform that matches a customer's electricity needs with regional, clean, carbon-free energy 24 hours a day, seven days a week, 365 days a year



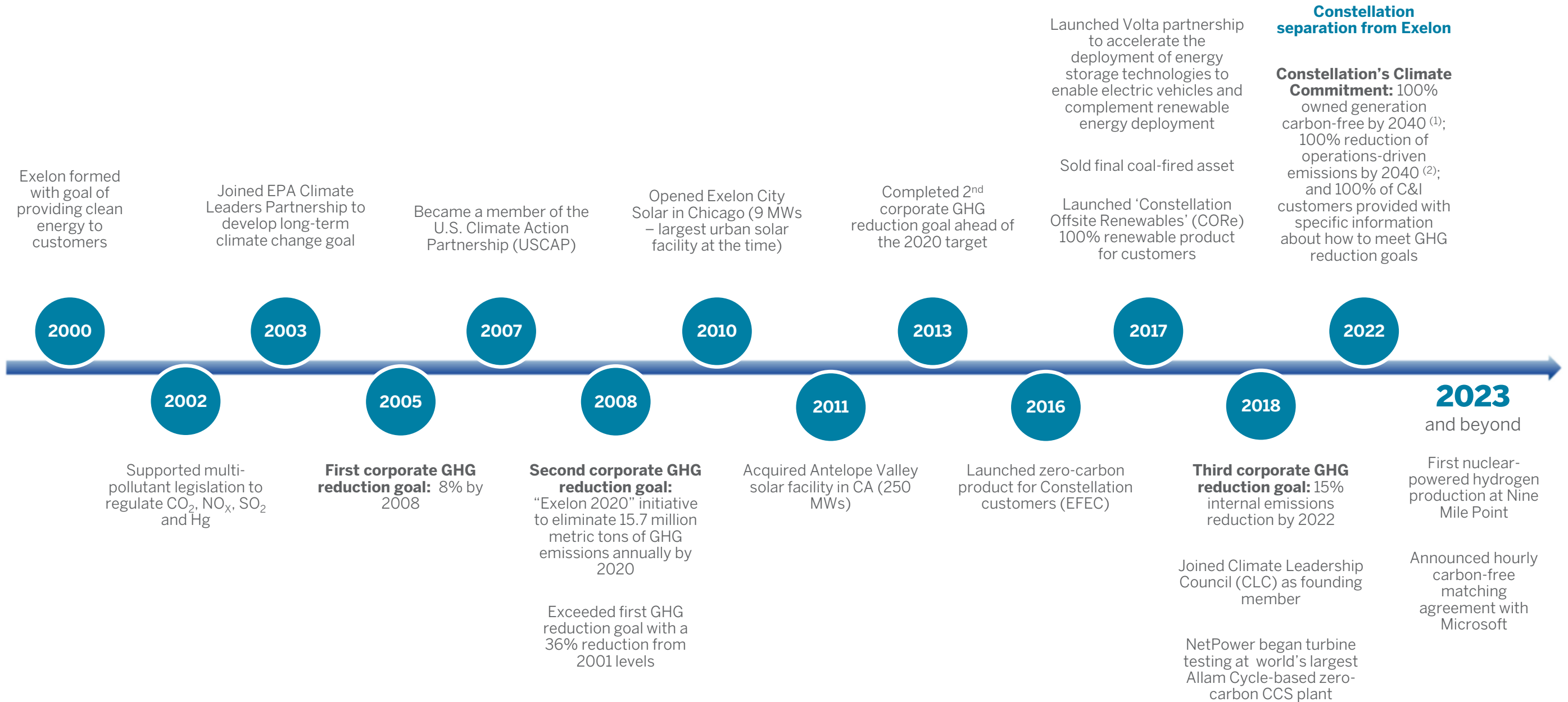
Customer Hourly Usage

Constellation matches hourly usage to preferred sources based on availability of supply during each hour

Microsoft Hourly Carbon-Free Matching Agreement

- Landmark agreement combines the environmental attributes of nuclear power with hourly carbon-free energy matching to help one of Microsoft's Virginia data centers operate on nearly 100% clean power
- Proof that hourly, regional matching of clean energy to demand is both practical and feasible today with suitable infrastructure and energy innovation

Accelerating the Transition to a Carbon-Free Future



Note: Events prior to 2022 occurred prior to Constellation's separation from Exelon Corporation

(1) Subject to policy support and technology advancements

(2) From a 2020 baseline. Any emissions that cannot be technologically reduced by that time will be offset.

Constellation's Climate Commitment

100%

Of our owned generation will be carbon-free by 2040

100%

Reduction of our operations-driven emissions by 2040 ⁽¹⁾

100%

Of C&I customers provided with specific information about how to meet GHG reduction goals

✓ Clean Energy Supply:

- **Clean Electricity Supply:** We commit that our owned generation supply will be **100% carbon-free by 2040**; with an interim goal of **95% carbon-free by 2030** subject to policy support and technology advancements.
- **Operational Emissions Reduction Goal:** We aspire to reduce operations driven emissions by 100% by 2040 subject to technology and policy advancement
 - Interim target to reduce carbon emissions by 65% from 2020 levels by 2030
 - Constellation commits to reducing methane emissions 30% from 2020 levels by 2030, aligned with the Administration's global methane pledge
- **Supply Chain Engagement:** Partner with our key energy suppliers on their GHG emissions and climate adaptation strategies

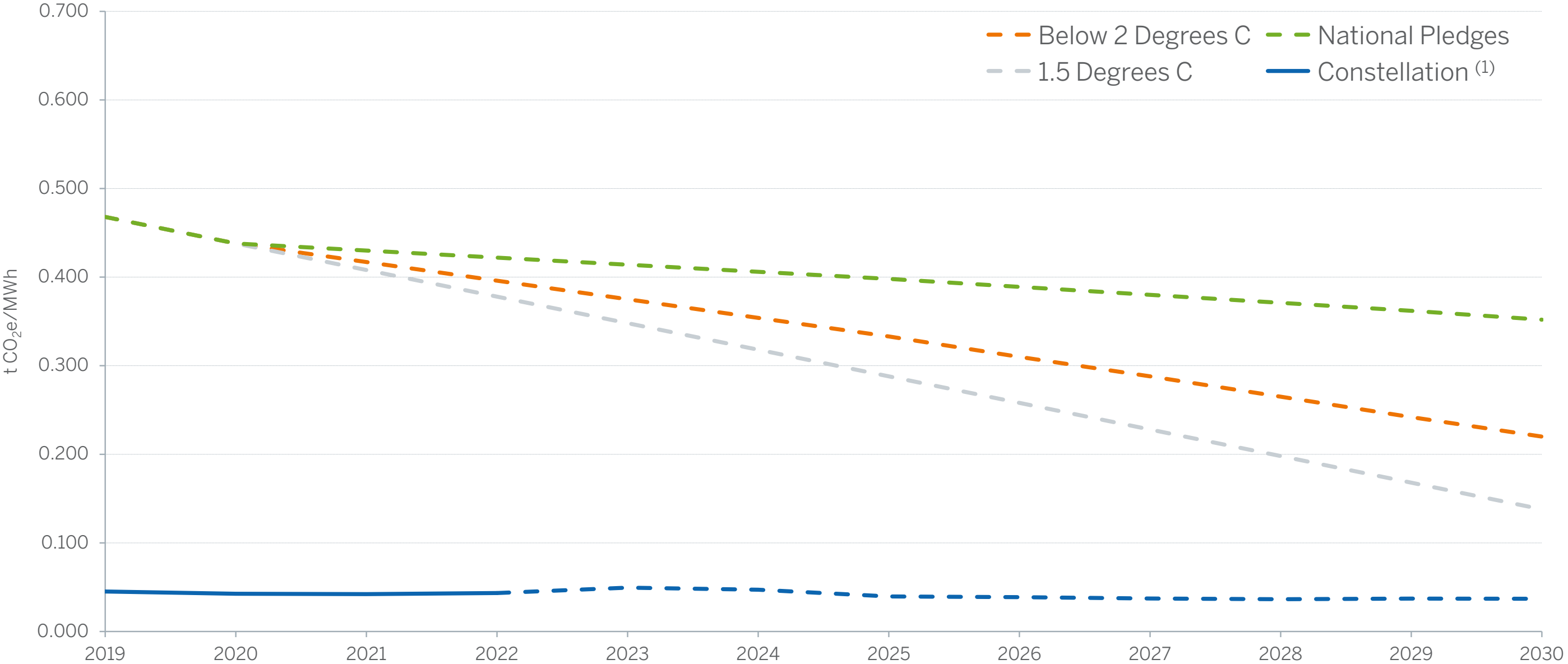
✓ Clean Customer Transformation:

- Prior to the end of 2022, we successfully delivered on our commitment to provide 100 percent of our C&I customers with customer-specific information on their GHG impact for facilities contracting for power and gas supply from Constellation, that include hourly carbon-free energy matching
- Commit to support reductions in customers' gas emissions and a transition to low carbon fuels

✓ Technology Enablement and Commercialization:

- Commit to **enable the future technologies and business models needed to drive the clean energy economy** to improve the health and welfare of communities through **venture investing and R&D**. We will **target 25 percent or more of our investments in business enterprises led by minorities, women, veteran/service-disabled veterans and LGBTQ+ individuals** and will require investment recipients to disclose how they engage in equitable employment and contracting practices, using performance as a factor when considering investments

Constellation's Emissions are Already Significantly Below Paris Climate Agreement Levels



Reflects Transition Pathway Initiative data as of July 20, 2023: <https://www.transitionpathwayinitiative.org/sectors/electricity-utilities>
 (1) 2023-2030 reflects projected emission intensity adjusted for publicly announced fossil retirements, based on actual emissions intensities in CY2022



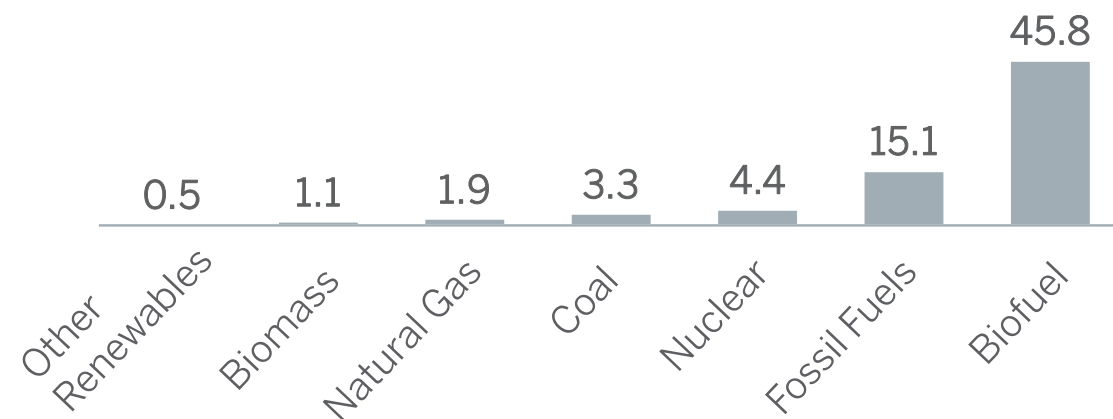
Water Management

Our Use

- We use the **World Resources Institute Aqueduct** tool to aggregate water stress indicators for the power generation sector
- Constellation’s facilities with the greatest consumptive use are in **low-medium risk areas**
- Constellation uses water as a cooling medium in our nuclear and natural gas power plants and condenses steam after it passes through steam-turbine generators

Global Water Consumption Estimate for 2030 in bcm ⁽¹⁾

“Nuclear power generation in 2030 comprises ~6% of the energy sector’s water consumption, yet would be projected to generate 3,395 TWh, or ~10%, of the world’s electricity” ⁽²⁾



Our Approach

- The **Water Resource Management Policy** guides our navigation of water-related risks and opportunities
- We recognize that **we have a crucial role in minimizing our impact and ensuring the preservation of water resources**

> 98%
of all withdrawn water has been returned to the source since 2019

(1) Source: <https://www.iea.org/data-and-statistics/charts/global-water-consumption-in-the-energy-sector-by-fuel-type-in-the-sustainable-development-scenario-2016-2030>

(2) The Center for ESG and Sustainability; Solving the Energy Trilemma: The Case for Nuclear as a Sustainable Investment; <https://img1.wsimg.com/blobby/go/3ee604fd-59ca-4062-82ff-38c3b80e4f96/Solving%20the%20Energy%20Trilemma-The%20Case%20for%20Nucl.pdf>

Diversity, Equity and Inclusion (DEI)

Strategic Priorities



Strategic Talent Sourcing

Source talent with an enhanced focus on diverse populations through relationships, technology and intentional practices



Workforce Development

Improve career awareness, foster equitable access and advance skills of workers from communities that have historically been underrepresented in the energy sector



Supplier Diversity

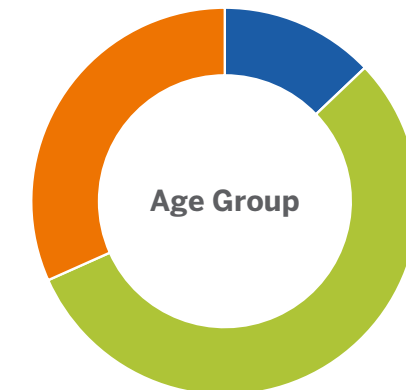
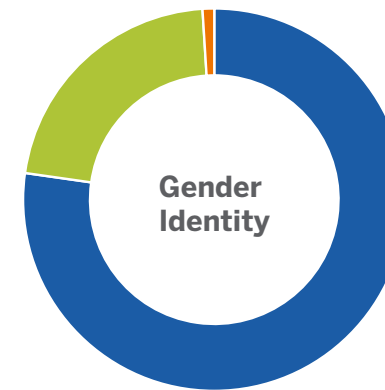
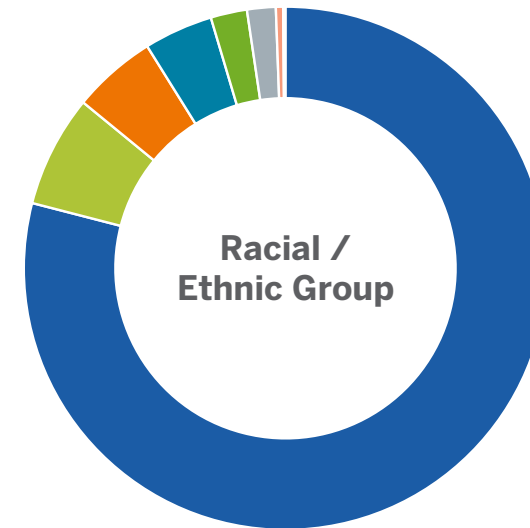
Continue making certified diverse and small suppliers a part of our business



Equity and Belonging

Eliminate barriers to participation and create opportunities for our employees by establishing a culture of belonging

Workforce Diversity (1)



Promoting DEI

Embedding DEI Throughout Our Business

Constellation operates in a world rich in diversity - including race, ethnicity, gender identification, sexual orientation, abilities, experience and thought. DEI at Constellation strengthens our ability to achieve our vision by:

Integrating

diversity as a business imperative and core value

Attracting

retaining and advancing employees who will best understand and serve our customers, partners and communities

Providing

workplace that ensures we respect one another and creates a sense of belonging so that each of us can grow and contribute at our greatest potential

DEI Center of Excellence Strengthens Our Strategy

- Established DEI Advisory Board in early 2023
- DEI Advisory Board, along with nine ERG groups (67 chapters), and every business unit provide oversight and accountability for reaching goals
- Four Leadership Councils empower diverse talent to work on advancing their career goals

Building Trades Diversity Pledge

- To show our commitment to advancing DEI in the energy sector, Constellation, our contractors and our union partners signed the historic Building Trades Diversity pledge that seeks to:
 - Increase access, equity and advancement opportunities for underrepresented groups
 - Sets standards to eliminate bias and create a culture of belonging in all aspects of recruitment, hiring, training and retention practices
- Signatories agree to report annually on the engagement, relationships formed with community leaders and workforce development programs undertaken to help meet the pledge



Health and Safety

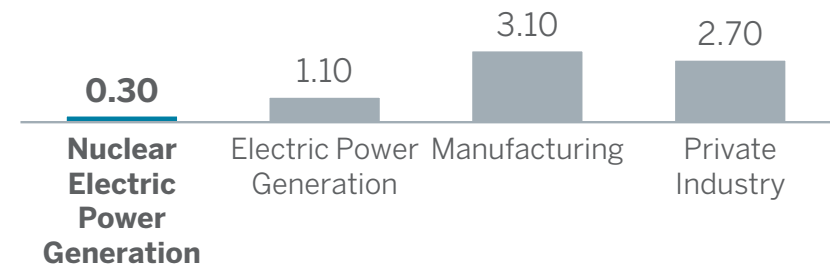
We are dedicated to safety and operate all aspects of our businesses in a manner that protects the safety and health of our employees, contractors, customers and the general public



Nuclear Plants Have Low Recordable Injury Rates

- INPO evaluates plant and industry safety and reliability
 - Continuous improvement over life of fleet with current performance at highest industry levels
- **Constellation Nuclear has led the industry with the lowest severe injury rate among major fleet operators for each of the last three years ⁽¹⁾**

Incidence Rates of Nonfatal Occupational Injuries and Illness per 100 Full-Time Equivalent Workers ⁽²⁾



Company Wide Safety Culture

200,000 hours
of health and safety training

- Multiple levels of oversight to ensure continued safety including Safety Peer Group and executive-level Safety Council
- Comprehensive Safety Management Systems and targeted initiatives for high-risk areas
- **Regular and rigorous training** at our operated sites



Note: Numbers reflect year end 2022

(1) Source: Constellation's internal benchmarking report

(2) Source: U.S. Bureau of Labor Statistics Incidence rates of nonfatal occupational injuries and illnesses by injury and case types, 2020. https://www.bls.gov/web/osh/summ1_00.htm#soii_n17_as_t1.f.1.

Engaging With Our Communities

Community Engagement

Local stakeholder engagement is particularly important for our nuclear operations. At each of our plants, we conduct outreach through the following mechanisms:

- **Guided Tours**
- **State of the Plant Events**
- **Speaker's Bureau**
- **Community Information Nights**

- Across the U.S., residents living closest to nuclear power plants have been shown to have a favorable impression of their nearby plant, citing the benefits it provides for the local economy ⁽¹⁾

Citizenship and Philanthropy Program



Climate and Environment

Providing support for environmental conservation and stewardship



Equity & Education

Investing in education, STEM and workforce development



Employee Philanthropy & Volunteerism

Demonstrating leadership and passion for deserving causes

2022 Impact Overview

\$7.9 million

philanthropic donations across 33 states

80,000 hours

volunteered

\$4.6 million

employee charitable contributions

Community Philanthropy Programs

Constellation partners with universities, colleges and nonprofit organizations to help young people attain good-paying, family-sustaining careers in energy and STEM fields

\$1 million

Powering Change workforce development annual commitment

245

community education organizations impacted

2,800

community projects funded

Board of Directors

	Accounting and Finance	Executive	Talent Management	Technology and Innovation	Safety and Cybersecurity	Industry and Infrastructure	Regulatory and Policy	Risk Management	Corporate Governance	Environment and Sustainability	Business Development & Transformation	
Joseph Dominguez President & CEO, Constellation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Robert J. Lawless (Independent Chair) Former President, Chair and CEO, McCormick & Company	✓	✓	✓						✓		✓	
Laurie Brlas Former Executive VP & CFO, Newmont Mining Corporation	✓	✓	✓					✓	✓			
Yves C. de Balmann Executive Partner, Bridge Growth Partners		✓	✓					✓	✓	✓		
Bradley Halverson Former CFO and Group President, Caterpillar	✓	✓			✓			✓			✓	
Charles Harrington Former Chairman of Parsons Corp.	✓	✓		✓		✓			✓			
Julie Holzrichter COO of CME Group		✓	✓	✓	✓			✓				
Ashish Khandpur President of Transportation & Electronics, 3M		✓	✓	✓		✓		✓				
Admiral John M. Richardson Former Chief of Naval Operations				✓	✓		✓	✓		✓		
Nneka Rimmer Former President, Global Flavors & Extracts, McCormick & Company	✓	✓		✓				✓			✓	
Dhiaa M. Jamil Former Executive VP and COO, Duke Energy				Effective June 12, 2023; skills not yet available for disclosure								

27%
Female

91%
Independent

45%
Racially or
Ethnically
Diverse ⁽¹⁾

(1) 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

Constellation's Board Committees

Audit & Risk Committee

- Review matters related to the annual audited financial statements, quarterly financial statements, earnings press releases and the accounting principles and policies applied
- Oversees and reviews the quality, integrity and internal controls of the company's financial reporting
- Oversees the internal audit and compliance functions
- Reviews issues that arise with respect to the company's compliance with legal or regulatory requirements and corporate policies dealing with business conduct
- Appoints, retains, and oversees the independent registered public accounting firm, and evaluates its qualifications, performance and independence
- Reviews the processes by which enterprise risk is assessed and managed

Corporate Governance Committee

- Reviews strategies and efforts to protect and improve the quality of the environment, including climate change and sustainability policies and programs
- Identifies and recommends nominees for director
- Oversees overall corporate governance process and practices, and periodically reviewing and making recommendations regarding revisions to the company's Corporate Governance Principles
- Reviews and makes recommendations to the Board on the size and composition of the board, and on the compensation of independent directors
- Reviews and approves any transaction between Constellation and any related person in accordance with Constellation's Related Person Transactions Policy
- Reviews succession planning and makes recommendations to the Board for the positions of Board Chair, Chief Executive Officer, and President

Compensation Committee

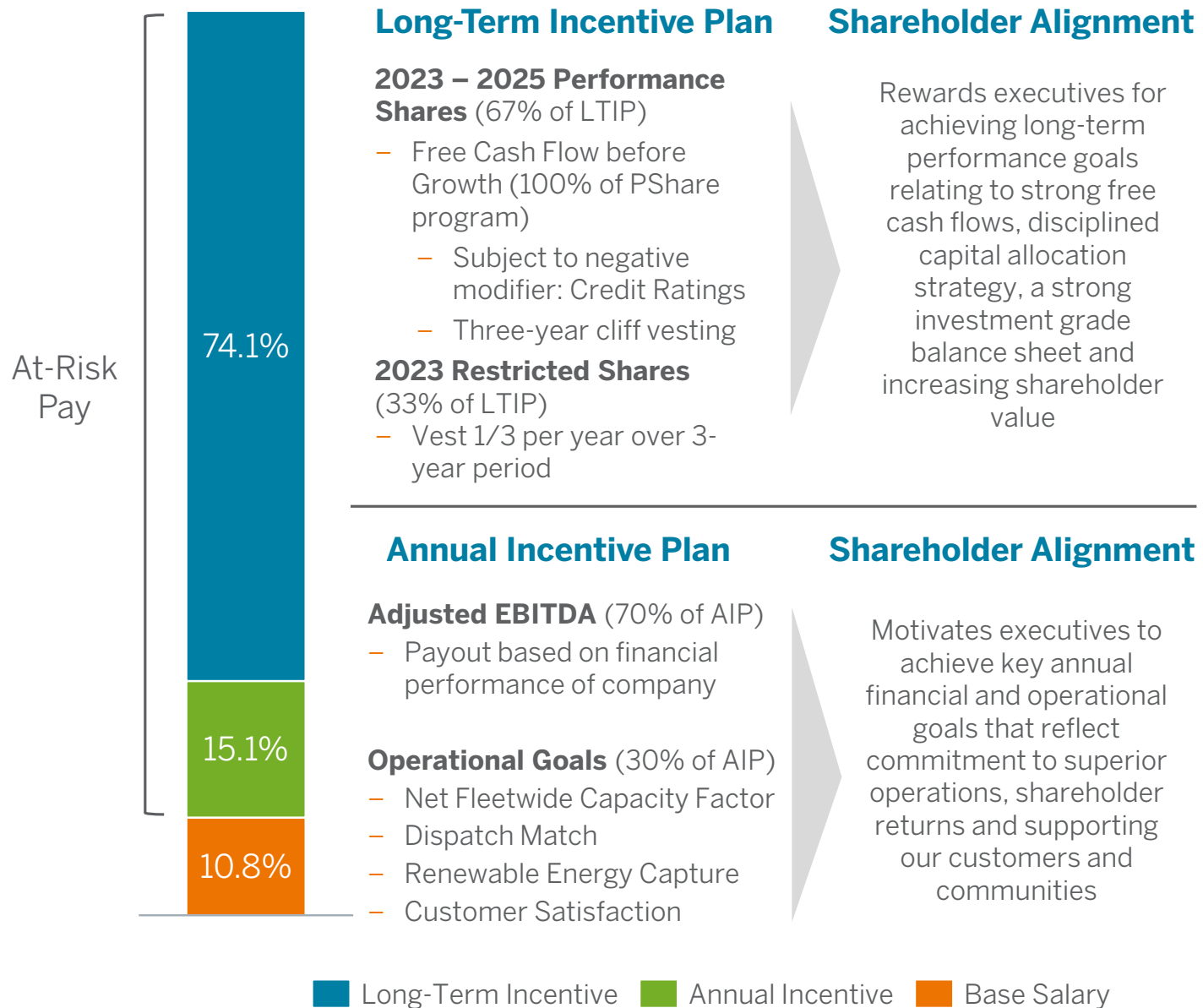
- Assists Board in establishing performance criteria, evaluation, and compensation for CEO
- Approves executive compensation program design for other executive officers
- Oversees leadership development and succession planning policies and criteria for executive office level positions
- Oversees plans and programs under which short and long-term incentives are awarded to executive officers including approving performance goals and awards
- Reviews and approves employment agreements, severance, and change in control or similar plans, and payments made to any executive officer
- Reviews human capital management matters
- Reviews Compensation Discussion and Analysis and prepares Compensation Committee Report

Nuclear Oversight Committee

- Oversees the administration of the safety and reliability of the company's nuclear facilities, with a principal focus on nuclear safety
- Oversees compliance with laws, regulations, and standards related to nuclear generation safety and operations
- Oversees compliance with environmental and safety laws, regulations, and standards applicable to ownership and operation of nuclear power facilities
- Oversees the management and mitigation of risks, including cybersecurity risks, associated with the security and integrity of Constellation's nuclear operations and assets
- Oversees the operation of the company's nuclear facilities and the overall organizational effectiveness of nuclear operations

Executive Compensation Program Structure

CEO Compensation Structure



What We Do:

- Align pay for performance
- Maintain significant stock ownership requirements for Directors and Executive Officers
- Cap incentive awards and conduct an annual risk assessment of the compensation programs
- Subject change-in-control benefits to double trigger vesting
- Retain an independent compensation consultant that advises the Compensation Committee
- Provide limited perquisites based on sound business rationale
- Subject incentive compensation awards to clawback provisions
- Engage in year-round shareholder outreach
- Prohibit hedging, short sales, derivative transactions or pledging of Company stock
- Assess our programs against peer companies and best practices
- Set appropriate levels of “stretch” in incentive targets

What We Don't Do:

- No guaranteed minimum payout of AIP or LTIP programs
- No employment agreements
- No excise tax gross-ups for change-in-control agreements
- The value of LTIP awards is not included in pension or severance calculations
- No option repricing or buyouts without stockholder approval

Constellation's Value Proposition

Enduring Businesses Ready to Meet the Climate Crisis

- World-Class nuclear operator and largest generator of 24/7 carbon-free firm electricity with ability to extend asset lives
- Largest provider of energy and solutions to commercial and industrial customers
- Strong advocate for, and ideally situated to benefit from, energy policies that drive the transition to carbon-free energy

Delivering Value for Our Shareholders

- Strong free cash flows, optimized through industry-leading operations, support of carbon-free energy and focus on costs
- Disciplined capital allocation strategy supports strong investment grade balance sheet, growth investment consistent with corporate strategy, and return of capital to owners

Premier ESG Company

- ~90% carbon-free energy growing to 100% carbon-free by 2040
- Committed to advancing diversity, equity and inclusion in our workplace and communities
- Maintaining the highest standards of corporate governance

Other Resources and Links

Constellation Sustainability Report:

<https://www.constellationenergy.com/content/dam/constellationenergy/pdfs/Constellation-2023-Sustainability-Report.pdf>

ESG Data Index & Factsheet:

<https://www.constellationenergy.com/content/dam/constellationenergy/pdfs/Constellation-2023-ESG-Data-Index-Factsheet.pdf>

2023 Proxy Statement:

https://investors.constellationenergy.com/static-files/b491ab4b-cb29-40cf-92bc_ea08ab565ad8

Ethics & Governance:

<https://www.constellationenergy.com/our-company/what-we-stand-for/ethics-and-governance.html>

Environmental, Social & Governance Resources:

<https://investors.constellationenergy.com/environmental-social-governance-resources>

Our ESG Principles:

<https://www.constellationenergy.com/our-esg-principles.html>

Investor Relations:

<https://investors.constellationenergy.com>

ESG Data Index & Factsheet

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
General					
Financial Performance	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Operating revenues	Billion USD	\$19.64	\$24.44	GRI 201-1	
Net revenues	Million USD	(\$346)	\$495	GRI 201-1	
Market Information	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total customers served (annual average)	Number	1,562,519	1,732,657	SASB IF-EU-000.A	Customer counts are for power customers only.
<i>Residential</i>	<i>Number</i>	<i>N/R</i>	<i>1,177,006</i>		
<i>Commercial</i>	<i>Number</i>	<i>N/R</i>	<i>546,133</i>		
<i>Industrial</i>	<i>Number</i>	<i>N/R</i>	<i>9,518</i>		
Number of customers served in markets subject to renewable portfolio standards (RPS)	Number	N/R	100% of power customers	SASB IF-EU-110a.4	State Renewable Portfolio Standards and Goals (ncsl.org)
<i>Fulfillment of RPS target by market</i>	<i>Percent</i>	<i>N/R</i>	<i>100%</i>	SASB IF-EU-110a.4	Approximately 90% was satisfied by submitting RECs and 10% was satisfied by making Alternative Compliance Payments (based on dollar value of compliance obligation). No penalties were incurred in fulfilling our RPS targets.
Energy Generated and Sold	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total electricity generated	GWh	186,385	198,949		Please refer to the Sales and Supply Sources section in Constellation's 2022 Form 10-K for additional details on 2021 and 2022 data. 2021 values have been revised from those previously reported to correctly reflect our net generation GWhs 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 Constellation's 2022 Form 10-K shows our ownership of consolidated generating facilities at 100% to be consistent with the income statement presentation.
Nuclear	GWh	161,798	173,350		
<i>Share of total Constellation generation</i>	<i>Percent of Constellation generation</i>	<i>87%</i>	<i>87%</i>		

ESG Data Index & Factsheet

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Natural gas and oil	GWh	19,960	21,563		
Share of total Constellation generation	Percent of Constellation generation	11%	11%		
Renewables and storage	GWh	4,627	4,036		
Share of total Constellation generation	Percent of Constellation generation	2%	2%		
Total owned generating capacity	MW	32,400	32,355		
Nuclear	MW	20,899	20,895		
Share of total Constellation owned generating capacity	Percent of Constellation owned capacity	65%	65%		
Natural gas and oil	MW	8,819	8,807		
Share of total Constellation owned generating capacity	Percent of Constellation owned capacity	27%	27%		
Renewables and storage	MW	2,682	2,653		
Share of total Constellation owned generating capacity	Percent of Constellation owned capacity	8%	8%		
Share of electricity generated in regulated markets	Percent of Constellation generation	N/R	3.1%	SASB IF-EU-000.D	
Wholesale electricity purchased for customers	TWh	67.6	70.7		
Natural gas purchased for customers	MMBtu	1,077,216,890	1,131,174,557	SASB IF-EU-000.E	The 2021 Natural gas purchased for customers data was unintentionally incorrect in last year's report, due to overreporting of natural gas volumes sold to wholesale customers. In addition, we inadvertently reported an incorrect value for 2022 in the version of this report that was released in July 2023. We have updated this value for accuracy on August 5, 2023.
Total electricity delivered to customers	MWh	N/R	201,914,319		
Residential customers	MWh	N/R	12,110,749		
Commercial customers	MWh	N/R	103,830,270		
Industrial customers	MWh	N/R	19,200,571		
All other retail customers	MWh	N/R	544,522		
Wholesale customers	MWh	N/R	66,228,208		
Nuclear Operations	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Nuclear facility capacity factor	Percent	94.5%	94.8%		
Total number of nuclear power units by U.S. Nuclear Regulatory Commission (NRC) Action Matrix	Number	N/R	23	SASB IF-EU-540a.1	For more information about the NRC's Reactor Oversight Process Action Matrix, please visit https://www.nrc.gov/reactors/operating/oversight/rop-description.html
Licensee response	Number	N/R	20	SASB IF-EU-540a.1	

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Regulatory response	Number	N/R	3	SASB IF-EU-540a.1	For more information about the NRC's Reactor Oversight Process Action Matrix, please visit https://www.nrc.gov/reactors/operating/oversight/rop-description.html
Unplanned plant shut-downs	Number	N/R	16		
Environment					
Climate and Environmental Management	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Board level responsibility for climate and environmental issues	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 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 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	
Executive level responsibility for climate and sustainability issues	The Constellation Sustainability Council, led by the Vice President of Sustainability and Climate Strategy, is comprised of executive representatives from key functions within 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. Additionally, our executive team, including our CEO and other senior management, is accountable for our environmental compliance and assurance strategy. For more information, please see our 2023 Sustainability Report .			GRI 2-9	
Relevant policies and resources	Corporate Governance Committee Charter				
	Nuclear Oversight Committee Charter				
	Climate Change Policy				
	Environmental Policy				
	Water Resource Management Policy				
	Biodiversity Policy				
	Environmental Justice Policy				
	Environmental Stewardship & Impact				
	Nuclear Safety webpage				
Nuclear EMS Certification Statement					

ESG Data Index & Factsheet

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Energy/Fuel Consumption	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total energy/fuel consumed	GWh	45,728	46,084	GRI 302-1	The 2021 fuel and energy use data was incorrectly reported in last year's report by including nuclear fuel consumption. Per CDP guidance, the 2021 data disclosed here now excludes nuclear fuel and is accurate.
<i>Total non-renewable energy/fuel consumed</i>	<i>GWh</i>	<i>44,869</i>	<i>46,040</i>		
<i>Total renewable energy/fuel consumed</i>	<i>GWh</i>	<i>859</i>	<i>44</i>		
<i>Total purchased electricity</i>	<i>GWh</i>	<i>918</i>	<i>911</i>	GRI 302-2	
<i>% of energy consumed from the grid</i>	<i>Percent</i>	<i>2.0%</i>	<i>2.0%</i>		
Energy intensity	Energy consumed (GWh)/Total revenue (in million USD)	2.33	1.89	GRI 302-3	
Customer Energy Consumption	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Reductions in energy requirements of sold products and services achieved during the reporting period	MWh reduced	683,366	571,307	GRI 302-5 SASB IF-EU-420a.3	This data only includes energy savings realized through customer energy efficiency projects implemented by Constellation Energy Solutions.
Greenhouse Gas Emissions	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Scope 1 GHG emissions	Thousand metric tons CO ₂ e	8,254	9,108	GRI 305-1 SASB IF-EU-110a.1	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs and SF ₆ . Constellation calculates Scope 1 emissions using guidance from the IPCC 4th Assessment Report.
<i>Scope 1 biogenic CO₂ emissions</i>	<i>Thousand metric tons CO₂e</i>	<i>309</i>	<i>0</i>	GRI 305-1	This represents CO ₂ emissions from the combustion or biodegradation of biomass.
<i>Scope 1 emissions covered under emissions-limiting regulations</i>	<i>Percent of Scope 1 emissions</i>	<i>7.2%</i>	<i>8.5%</i>	SASB IF-EU-110a.1	
<i>Scope 1 emissions covered under emissions-reporting regulations</i>	<i>Percent of Scope 1 emissions</i>	<i>99.2%</i>	<i>99.3%</i>		
Scope 2 (location-based) GHG emissions	Thousand metric tons CO ₂ e	366	325	GRI 305-2	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , but only CO ₂ , CH ₄ and N ₂ O are relevant to our operations. Constellation calculates Scope 2 emissions using guidance from the IPCC 4th Assessment Report. During verification of our 2022 GHG inventory, we discovered an unintentional error in the data source utilized for calculating emissions from electricity use at our Hillabee plant and have updated our 2021 Scope 2 location- and market-based values accordingly.

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Scope 2 (market-based) GHG emissions	Thousand metric tons CO ₂ e	56	45	GRI 305-2	During verification of our 2022 GHG inventory, we discovered an inadvertent error in the data source utilized for calculating emissions from electricity use at our Hillabee plant and have updated our 2021 Scope 2 location- and market-based values accordingly.
Total Scope 1 and 2 (location-based) GHG emissions	Thousand metric tons CO ₂ e	8,620	9,434	GRI 305-2	During verification of our 2022 GHG inventory, we discovered an error in the data source utilized for calculating emissions from electricity use at our Hillabee plant and have updated our 2021 Scope 2 location- and market-based values accordingly.
Total Scope 1 and 2 (market-based) GHG emissions	Thousand metric tons CO ₂ e	8,310	9,154	GRI 305-2	
Total relevant Scope 3 GHG emissions	Thousand metric tons CO ₂ e	81,737	81,580	GRI 305-3	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs and SF ₆ . 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 http://ghgprotocol.org/scope-3-technical-calculation-guidance .
<i>Long-term and spot market power purchases for resale -- fossil</i>	<i>Thousand metric tons CO₂e</i>	<i>24,066</i>	<i>21,051</i>	GRI 305-3	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.
<i>Natural gas sold by Constellation New Energy (as used by customers)</i>	<i>Thousand metric tons CO₂e</i>	<i>57,216</i>	<i>60,520</i>		The 2021 Natural gas sold by Constellation New Energy (as used by customers) data was unintentionally incorrect in last year's report, due to over-reporting of natural gas volumes sold to wholesale customers. In addition, we inadvertently reported an incorrect value for 2022 in the version of this report that was released in July 2023. We have updated this value for accuracy on August 5, 2023.
<i>Heating and cooling equipment operated for others</i>	<i>Thousand metric tons CO₂e</i>	<i>447</i>	<i>438</i>		
<i>Business travel</i>	<i>Thousand metric tons CO₂e</i>	<i>3</i>	<i>5</i>		
<i>Leased facilities energy usage</i>	<i>Thousand metric tons CO₂e</i>	<i>5</i>	<i>4</i>		
GHG emissions intensity (Scope 1 and 2, location-based)	Thousand metric tons CO ₂ e / million USD revenue	0.439	0.386	GRI 305-4	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ . Denominator represents total operating revenues as depicted in Constellation's 2022 Form 10-K .
GHG emissions intensity (Scope 1 and 2, market-based)	Thousand metric tons CO ₂ e / million USD revenue	0.423	0.375	GRI 305-4	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ . Denominator represents total operating revenues as depicted in Constellation's 2022 Form 10-K .

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Avoided carbon emissions due to nuclear generation	Million metric tons CO ₂ e	124	123		
GHG emissions reduced as a direct result of reduction initiatives	Metric tons CO ₂ e	275,147	243,749	GRI 305-5	This data only includes GHG emissions avoided as a result of customer energy efficiency projects implemented by Constellation Energy Solutions.
Environmental Compliance	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Generation operations covered under an Environmental Management System (EMS)	Percent of operations	100	100		Refer to Constellation 2023 Sustainability Report: Mitigating Our Environmental Impacts section for additional details
Generation assets that receive internal and external environmental audits or assessments	Percent of assets	N/R	100		Refer to Constellation 2023 Sustainability Report: Mitigating Our Environmental Impacts section for additional details
Total permit non-compliances	Number	10	12		The 2021 permit compliance data was unintentionally reported in the notices of violations row and vice versa in last year's report.
<i>Air</i>	<i>Number</i>	7	6		
<i>Land</i>	<i>Number</i>	0	0		
<i>Water</i>	<i>Number</i>	3	6	SASB IF-EU-140a.2	
Total notices of violations	Number	1	0	GRI 307-1	
<i>Air</i>	<i>Number</i>	0	0		
<i>Land</i>	<i>Number</i>	0	0		
<i>Water</i>	<i>Number</i>	1	0	SASB IF-EU-140a.2	
Total monetary value of significant fines	Million USD	<i>N/R</i>	<i>None</i>	GRI 307-1	
Total reportable spills	Number	0	0		Only spills that exceed federal reportable quantities for ground or water are disclosed here. In 2022, there were zero (0) spills to surface water or the ground that exceeded federal reportable quantities. Note that, additionally, there were nine (9) spills to the ground that were reportable under State and/or permit specific requirements. The 2021 reportable spills data was unintentionally incorrect in last year's report. While there were eight (8) total spills to the ground that were reportable under State and/or permit specific requirements, there were zero (0) spills to surface water or the ground that exceeded federal reportable quantities. As noted above, only spills that exceed federal reportable quantities for ground or water are disclosed here.

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Other Significant Air Emissions					
	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Nitrogen oxide (NO _x) emissions	Metric tons	820	938	GRI 305-7 SASB IF-EU-120a.1	
<i>NO_x emissions intensity</i>	<i>kg/MWh</i>	<i>0.005</i>	<i>0.005</i>		
Sulfur oxide (SO _x) emissions	Metric tons	74	118	GRI 305-7 SASB IF-EU-120a.1	
<i>SO_x emissions intensity</i>	<i>kg/MWh</i>	<i>0.0004</i>	<i>0.0006</i>		
Ozone-depleting substances (ODS) emissions	Metric tons of CFC-11 equivalent	1.93	3.76	GRI 305-6	
Particulate matter (PM), Lead (Pb), Mercury (Hg), Volatile Organic Compounds (VOCs), Persistent organic pollutants (POP) and Hazardous air pollutants (HAP) emissions	Metric tons	Not applicable	Not applicable	GRI 305-7 SASB IF-EU-120a.1	
Water					
	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total water withdrawal/intake	Megaliters	53,485,702	46,682,483	GRI 303-3 SASB IF-EU-140a.1	
<i>Share of withdrawn water returned to source</i>	<i>Percent of water withdrawal/intake</i>	<i>99.0%</i>	<i>98.5%</i>		
Total water discharge	Megaliters	52,807,159	45,974,591	GRI 303-4	
Total water consumption	Megaliters	678,542	707,892	GRI 303-5 SASB IF-EU-140a.1	
Total water consumed in areas with water stress*	Megaliters	Negligible	Negligible	GRI 303-5 SASB IF-EU-140a.1	We use the World Resources Institute Aqueduct tool to aggregate water stress indicators and understand projections of future water scarcity under scenarios of climate change and economic growth. Our facilities with the greatest consumptive water use operate in low-medium risk regions. Some of our solar, wind and simple-cycle combustion turbine installations operate in high water risk areas; however, these assets use negligible amounts of water and do not face risks associated with water scarcity
Total water recycled through closed cycle cooling systems	Megaliters	7,138,723	7,003,852		
Biodiversity					
	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Site biodiversity programs certified by the Wildlife Habitat Council (WHC)	Number	14	14	GRI 304-3	

ESG Data Index & Factsheet

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
<i>Acreage of sites certified by the WHC</i>	<i>Acres</i>	<i>31,007</i>	<i>More than 33,000</i>	GRI 304-3	The total acreage that we have data for is 33,903 acres, and that's across 41 of the projects (out of 140 total projects). Acreage is irrelevant to some of the projects (examples are things like Earth Day or educational events), but not all projects that might have an associated acreage have one listed.
Site biodiversity programs certified by the National Wildlife Federation (NWF)	Number	14	14	GRI 304-3	
<i>Acreage of sites certified by the NWF</i>	<i>Acres</i>	<i>30,895</i>	<i>30,895</i>	GRI 304-3	
Waste	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total hazardous waste generated	Metric tons	<i>N/R</i>	<i>55</i>	GRI 306-3	Hazardous waste data includes the hazardous (regulated) waste, universal waste (which encompasses certain hazardous waste items, including batteries and mercury-containing lamp bulbs, as defined by U.S. EPA regulations), and electronic waste categories.
<i>Hazardous waste diverted from disposal</i>	<i>Metric tons</i>	<i>N/R</i>	<i>8</i>	GRI 306-4	
Total radioactive waste generated	Cubic meters	N/R	1,393		For additional context on how we safely manage nuclear waste, please see the Managing Our Waste section of our 2023 Sustainability Report.
Social					
Human Capital Management	Unit	2021	2022	GRI/SASB Indicator	Additional Information
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 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	
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 2023 Sustainability Report .			GRI 2-9	
Relevant policies and resources	Compensation Committee Charter				
	Code of Business Conduct				
	Our Commitment to DEI webpage				
	Careers website				

ESG Data Index & Factsheet

	Unit	2021	2022	GRI/SASB Indicator	Additional Information	
Employees	Unit	2021	2022	GRI/SASB Indicator	Additional Information	
Total number of employees	Number	11,696	13,408	GRI 2-7		
By employment contract						
Permanent employees	Number	11,696	13,370			
Male	Number	9,307	10,414			
Female	Number	2,389	2,889			
Not disclosed	Number	N/R	67			
Temporary employees	Number	N/R	38			
Male	Number	N/R	25		GRI 2-7	
Female	Number	N/R	13			
By employment type						
Full-time employees	Number	11,696	13,354			
Male	Number	9,307	10,416			
Female	Number	2,389	2,871			
Not disclosed	Number	N/R	67			
Part-time employees	Number	N/R	54			
Male	Number	N/R	23			
Female	Number	N/R	31			

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Diversity, Equity and Inclusion	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Gender identity by career level				GRI 405-1	
Total					
Male	Percent of total employees	80%	78%		
Female	Percent of total employees	20%	22%		
Not disclosed	Percent of total employees	N/R	1%		
Staff					
Male	Percent of Staff	79%	78%		
Female	Percent of Staff	21%	22%		
Not disclosed	Percent of Staff	N/R	1%		
Management					
Male	Percent of Management	84%	80%		
Female	Percent of Management	16%	20%		
Not disclosed	Percent of Management	N/R	<1%		
Executives					
Male	Percent of Executives	67%	76%		
Female	Percent of Executives	33%	24%		

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Racial or ethnic diversity by career level				GRI 405-1	
Total					
American Indian or Alaska Native	Percent of total employees	N/R	0.4%		
Asian	Percent of total employees	N/R	4.3%		
Black or African American	Percent of total employees	N/R	6.9%		
Hispanic or Latino	Percent of total employees	N/R	5.2%		
Native Hawaiian or other Pacific Islander	Percent of total employees	N/R	0.1%		
Not disclosed	Percent of total employees	N/R	1.8%		
Two or more races	Percent of total employees	N/R	2.2%		
White	Percent of total employees	N/R	79.0%		
Staff					
American Indian or Alaska Native	Percent of Staff	N/R	0.5%		
Asian	Percent of Staff	N/R	4.4%		
Black or African American	Percent of Staff	N/R	7.4%		
Hispanic or Latino	Percent of Staff	N/R	5.6%		
Native Hawaiian or other Pacific Islander	Percent of Staff	N/R	0.2%		
Not disclosed	Percent of Staff	N/R	1.9%		
Two or more races	Percent of Staff	N/R	2.3%		
White	Percent of Staff	N/R	77.7%		
Management					
American Indian or Alaska Native	Percent of Management	N/R	0.3%		
Asian	Percent of Management	N/R	3.7%		
Black or African American	Percent of Management	N/R	4.9%		
Hispanic or Latino	Percent of Management	N/R	3.4%		

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information	
<i>Native Hawaiian or other Pacific Islander</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>0.04%</i>	GRI 405-1		
<i>Not disclosed</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>1.3%</i>			
<i>Two or more races</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>1.8%</i>			
<i>White</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>84.6%</i>			
Executives						
<i>Asian</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>4.5%</i>			
<i>Black or African American</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>1.5%</i>			
<i>Hispanic or Latino</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>2.2%</i>			
<i>Two or more races</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>2.2%</i>			
<i>White</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>89.6%</i>			
Age by career level						
Total						
<i>Aged <30</i>	<i>Percent of total employees</i>	<i>11%</i>	<i>13%</i>			
<i>Aged 30-50</i>	<i>Percent of total employees</i>	<i>55%</i>	<i>56%</i>			
<i>Aged >50</i>	<i>Percent of total employees</i>	<i>34%</i>	<i>32%</i>			
Staff						
<i>Aged <30</i>	<i>Percent of Staff</i>	<i>13%</i>	<i>15%</i>			
<i>Aged 30-50</i>	<i>Percent of Staff</i>	<i>54%</i>	<i>54%</i>			
<i>Aged >50</i>	<i>Percent of Staff</i>	<i>33%</i>	<i>31%</i>			
Management						
<i>Aged <30</i>	<i>Percent of Management</i>	<i>2%</i>	<i>2%</i>			
<i>Aged 30-50</i>	<i>Percent of management</i>	<i>62%</i>	<i>63%</i>			
<i>Aged >50</i>	<i>Percent of management</i>	<i>36%</i>	<i>35%</i>			

Our 2022 report grouped Management and Executives as a single category titled "Management". In this year's report, we show Management and Executives as separate categories

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Executives					
<i>Aged <30</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>0%</i>	GRI 405-1	Our 2022 report grouped Management and Executives as a single category titled "Management". In this year's report, we show Management and Executives as separate categories.
<i>Aged 30-50</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>47%</i>		
<i>Aged >50</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>53%</i>		
Employee Resource Groups (ERGs)	Number	9	9		
<i>ERG chapters</i>	<i>Number</i>	<i>64</i>	<i>64</i>		Three new chapters were added in 2023.
Talent Development	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Average hours of training per employee during the calendar year	Number	N/R	94	GRI 404-1	Data is based on training hours tracked in our Learning Management System. Employees often participate in additional training courses outside of this system which are not tracked.
Employee Hiring and Turnover	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total employee turnover	Number	N/R	1,486	GRI 401-1	
By gender identity					
<i>Male</i>	<i>Number</i>	<i>N/R</i>	<i>1,169</i>		
<i>Female</i>	<i>Number</i>	<i>N/R</i>	<i>312</i>		
<i>Not disclosed</i>	<i>Number</i>	<i>N/R</i>	<i>5</i>		
By age group					
<i>Aged <30</i>	<i>Number</i>	<i>N/R</i>	<i>225</i>		
<i>Aged 30-50</i>	<i>Number</i>	<i>N/R</i>	<i>586</i>		
<i>Aged >50</i>	<i>Number</i>	<i>N/R</i>	<i>675</i>		
<i>Total new hires</i>	<i>Number</i>	<i>N/R</i>	<i>2,046</i>		
By gender identity					
<i>Male</i>	<i>Number</i>	<i>N/R</i>	<i>1,532</i>		
<i>Female</i>	<i>Number</i>	<i>N/R</i>	<i>475</i>		
<i>Not disclosed</i>	<i>Number</i>	<i>N/R</i>	<i>39</i>		

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
By age group					
<i>Aged <30</i>	<i>Number</i>	<i>N/R</i>	<i>798</i>		
<i>Aged 30-50</i>	<i>Number</i>	<i>N/R</i>	<i>1,018</i>		
<i>Aged >50</i>	<i>Number</i>	<i>N/R</i>	<i>230</i>		
Collective Bargaining Agreements (CBAs)	Unit	2012	2022	GRI/SASB Indicator	Additional Information
Total employees covered by CBAs	Number	3,274	3,342	GRI 2-30	
	Percent	28%	25%		
Total active CBAs	Number	22	21		
CBAs negotiated by Constellation	Number	4	1		
Total employees covered by new and renewed CBAs	Number	1,592	74		
Employee Wellbeing	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Employee benefits	Company-provided benefits include: <ul style="list-style-type: none"> • Comprehensive medical, dental and vision benefits, including a robust well-being program • Disability and life insurance • 401(k) with company match • Employee stock purchase program • Tuition reimbursement up to \$10,000 annually for undergraduate or professional certification courses and up to \$15,000 annually for graduate courses • Access to digital physical therapy, expert medical opinion and cancer care services, a diabetes management program, digital and virtual mental health resources, an employee assistance program, telehealth and telebehavioral health, a smoking, tobacco and nicotine cessation program, employee discount marketplace, a 24/7 nurseline and fitness reimbursement and discounts • Adoption assistance and legal insurance • Paid time off for vacation, holidays and sick days • Up to 10 days of back-up child and elder care services, including academic and sitter services • Up to 16 weeks of paid parental leave for mothers after giving birth • Up to 8 weeks of paid parental leaves for fathers and adoptive parents when the child arrives • Up to 2 weeks of paid leave to care for a family member with a critical illness For more information, please see our 2023 Sustainability Report. 			GRI 401-2 GRI 403-6 GRI 401-3	
Employees in a flexible working arrangement	Percent of employees	40%	39%	-	

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Employee engagement survey results					
Response rate	Percent of employees	<i>N/R</i>	74%	-	
Employees who viewed Constellation favorably	Percent of employees	<i>N/R</i>	66%	-	
Employees who viewed Constellation as neutral	Percent of employees	<i>N/R</i>	22%		
Employees who viewed Constellation unfavorably	Percent of employees	<i>N/R</i>	12%		
Health and Safety Management	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Board level responsibility for health and safety management	The Nuclear Oversight Committee of the Board oversees the management of health and safety performance across the enterprise.			GRI 2-9	
Executive level responsibility for health and safety management	Our Safety Council, chaired by the CEO of our Generation business 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. For more information, please see our 2023 Sustainability Report .				
Board level responsibility for nuclear safety	The Constellation Board of Directors provides oversight on the development and execution of our nuclear safety strategy. The Nuclear Oversight Committee of the Board oversees the safe and reliable management and operation of our nuclear- generating facilities. The Committee also oversees compliance with policies and procedures to manage and mitigate risks associated with the security and integrity of our nuclear assets and reviews environmental, health and safety issues relating to nuclear-generating facilities. For more information, please see our 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	
Executive level responsibility for nuclear safety	Our Chief Nuclear Officer oversees our corporate-level 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 2023 Sustainability Report .				
Relevant policies and resources	Nuclear Oversight Committee Charter				
	Corporate Safety Policy				
	Nuclear safety webpage				
	Decommissioning webpage				
	Nuclear Oversight Committee Charter				

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Health and Safety Metrics	Unit	2021	2022	GRI/SASB Indicator	Health and safety-related rates are calculated based on 200,000 hours worked
Employees and relevant contractors covered by an occupational health and safety management systems	Percent of employees and contractors	100%	100%	GRI 403-8	We expect all contractors to follow Constellation's, or an approved equivalent, safety systems.
Total health and safety training hours	Number	450,000	200,000	GRI 403-5	Our 2021 data included Exelon employees due to systems and data related to the company separation not being fully separated; however, our 2022 data includes only Constellation employees.
Employee health and safety incidents					
<i>Fatalities</i>	<i>Number</i>	<i>N/R</i>	<i>0</i>	GRI 403-9 SASB IF-EU-320a.1	
	<i>Rate</i>	<i>N/R</i>	<i>0</i>		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
<i>High-consequence work-related injuries (excluding fatalities)</i>	<i>Number</i>	<i>N/R</i>	<i>1</i>	GRI 403-9 SASB IF-EU-320a.1	
	<i>Rate</i>	<i>1.16</i>	<i>0.01</i>	GRI 403-9 SASB IF-EU-320a.1	Rate of high consequence work-related injuries = (Number of high consequence work-related injuries / Number of hours worked) x 200,000
<i>Recordable work-related injuries</i>	<i>Number</i>	<i>N/R</i>	<i>36</i>	GRI 403-9 SASB IF-EU-320a.1	The main types of work-related injuries reported include lacerations, sprains and strains.
	<i>Rate</i>	<i>0.08</i>	<i>0.34</i>	GRI 403-9 SASB IF-EU-320a.1	Rate of recordable work-related injuries = (Number of recordable work-related injuries / Number of hours worked) x 200,000
<i>Total recordable incident rate (TRIR)</i>	<i>Rate</i>	<i>0.08</i>	<i>0.35</i>	SASB IF-EU-320a.1	TRIR = (Total Number of Contractor and Employee Incidents/Total Number of Hours worked) x 200,000
<i>Lost time incident rate (LTIR)</i>	<i>Rate</i>	<i>N/R</i>	<i>0.09</i>		Lost Time Incident Rate (LTIR) = (Number of incidents involving days away from work / Number of hours worked) x 200,000
<i>OSHA Days Away Restricted or Transferred (DART) rate</i>	<i>Rate</i>	<i>0.13</i>	<i>0.24</i>		The number of work-related injuries or illnesses that result in days away from work, restricted work or transfer, per 100 employees.
<i>Recordable work-related ill health</i>	<i>Number</i>	<i>N/R</i>	<i>0</i>	GRI 403-10	Atmospheric exposure as defined by OSHA; This would include only new cases of illness identified during 2022.

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Contractor health and safety incidents					
Fatalities	Number	N/R	0	GRI 403-9 SASB IF-EU-320a.1	
	Rate	N/R	0		
High-consequence work-related injuries (excluding fatalities)	Number	N/R	0	GRI 403-9 SASB IF-EU-320a.1	
	Rate	N/R	0		
Recordable work-related injuries	Number	N/R	13	GRI 403-9 SASB IF-EU-320a.1	The main types of work-related injuries reported include lacerations, sprains, strains and fractures.
	Rate	0.22	0.39		
Recordable work-related ill health	Number	N/R	0	GRI 403-10	Atmospheric exposure as defined by OSHA; This would include only new cases of illness identified during 2022.
Nuclear Plant Safety	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Control operators trained/qualified during the year	Number	93	66		
Incidents on the International Atomic Energy Agency (IAEA) Nuclear Event Scale	Number	N/R	0		
Corporate Philanthropy and Volunteerism	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Constellation community donations	Million USD	\$5.20	\$7.90		
Share of Constellation direct giving that impacts diverse populations	Percent of Constellation direct giving	84%	87%		
U.S. states benefiting from Constellation community donations	Number	31	33		
Non-profits benefiting from Constellation community donations	Number	1,000	700		
Employee community donations	Million USD	\$5.00	\$4.60		
Employee volunteer hours	Hours	64,800	80,000		
Governance					
Corporate Governance	Unit	2021	2022	GRI/SASB Indicator	Additional Information
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. For more information, please see our 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Executive level responsibility for ethics issues	Constellation's Ethics and Compliance Office and business unit compliance departments oversee our adherence to regulatory obligations and conduct various annual risk assessments of compliance risks across our company. For more information, please see our 2023 Sustainability Report .			GRI 2-9	
Board level responsibility for cybersecurity issues	The Constellation Board of Directors provides oversight on the development and execution of cybersecurity strategy. The Nuclear Oversight Committee of the Board is responsible for the establishment of, and compliance with, policies and procedures to manage and mitigate risks, including cybersecurity risks. For more information, please see our 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	
Executive level responsibility for cybersecurity issues	Our Cyber Security team is responsible for closely monitoring the evolving threat landscape, implementing security controls based on the National Institute of Standards & Technology Cyber Security Framework and continuously updating our advanced technical capabilities. For more information, please see our 2023 Sustainability Report .			GRI 2-9	
Relevant policies and resources	2023 Proxy Statement				
	2022 Form 10-K				
	Board & Committees webpage				
	Ethics and Governance webpage				
	Committee Charters				
	Corporate Governance Principles				
	Constellation Bylaws				
	Code of Business Conduct				
	Constellation Ethics Help Line				
	Supplier Code of Conduct				
	Suppliers website				
	Related Persons Transactions Policy				
	External Lobbyists or Political Consultants				
	2022 Corporate Political Contributions Report – July through December				
Due Diligence and Monitoring Procedure for Third Parties Engaged in Political Consulting and Lobbying Activities					
Interactions with Federal, State and Local Public Officials					

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Board Member Diversity	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total number of Board members	Number	N/R	10	GRI 405-1	Constellation added a new Board member in May 2023 which brings the total count to 11 as of July 2023.
By gender identity					
<i>Male</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>70%</i>	GRI 405-1	
<i>Female</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>30%</i>	GRI 405-1	
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. As of July 2023, slightly less than 30 percent (i.e., 27 percent) of Board members are women and 45 percent are racially or ethnically diverse.
<i>White</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>60%</i>	<i>GRI 405-1</i>	
<i>People of color</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>40%</i>	<i>GRI 405-1</i>	
By age					
<i>Aged <30</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>0%</i>	<i>GRI 405-1</i>	
<i>Aged 30-50</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>0%</i>	<i>GRI 405-1</i>	
<i>Aged >50</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>100%</i>	<i>GRI 405-1</i>	
Ethics	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Suppliers that go through Constellation's Managed Supply Process to whom anti-corruption policies and procedures have been communicated	Number	N/R	4,250	GRI 205-2	
	Percent of business partners	N/R	100%	GRI 205-2	

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Employees who completed required Code of Conduct training	Percent of employees	99%	99%	-	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. In 2022, we achieved an average 99% completion rate for the certification of compliance questionnaire.
Data Privacy and Cyber Security	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Number of financially material cyber incidents impacting Constellation's assets, operations, or information	Number	N/R	0	SASB IF-EU-550a.1	
Percentage of employees who receive cybersecurity training	Percent of employees	N/R	100%	SASB IF-EU-550a.1	
Supply Chain	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Diversity-certified supplier spend	Million USD	\$300	\$481		
<i>Share of total supplier spend on diverse suppliers</i>	<i>Percent of supplier spend</i>	<i>13%</i>	<i>19%</i>		
<i>Share of total supplier spend on local suppliers</i>	<i>Percent of supplier spend</i>	<i>N/R</i>	<i>39%</i>	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.
New suppliers screened using environmental criteria	Percent of new suppliers	Constellation uses a standardized environmental questionnaire for all prospective suppliers that go through our Managed Supply Process that are 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.		GRI 308-1	

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	Unit	2021	2022	GRI/SASB Indicator	Additional Information
New suppliers screened using social criteria	Percent of new suppliers	<p>Constellation uses a standardized supplier-scorecard template for all suppliers that go through our Managed Supply Process that participate in an RFP. Any scope of work that is over \$1,000,000 in total spend must go through Constellation's Strategic Sourcing process and be approved by the Chief Supply Officer. This supplier scorecard is used to grade supplier responses to an RFP on an even playing field and includes social criteria categories such as: 1. Supplier Safety (OSHA recordables / Employee Qualifications); 2. Diverse Business Empowerment (either the supplier's own diverse certification, or supplier's commitment to utilize diverse subcontractors where possible) and 3. Union Affiliation (we do not represent a position or preference for union requirements in RFP's, unless a particular business unit has a contractual requirement for the use of union labor such as building trades labor agreements).</p>		GRI 414-1	
Political Contributions	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total political contributions attributed to Constellation	USD	\$424,341	\$1,085,048	GRI 415-1	
Political contributions by funding recipient	USD	See KPI Index of 2022 Constellation Sustainability Report	Browse Committees FEC		