WHY DIVERSITY, EQUITY & INCLUSION MATTERS MORE THAN EVER

DEI is mission critical

2020 Annual report
Dear Colleagues,

At Exelon, Diversity, Equity & Inclusion (DEI) is a core value – one that embraces diversity, and ensures an equitable and inclusive culture, as we continue to innovate, grow and meet the dynamic needs of our employees, customers and community.

2020 was a pivotal year for our employees, customers, and communities. Even as unprecedented events unfolded, such as the global health pandemic, economic challenges across the country, and racial and social unrest, Exelon stood firm in its commitment to DEI, building on an already strong foundation. It is with this ongoing commitment that we continue to value the diversity of our employees and respect the different perspectives they bring to the table.

The 2020 DEI Annual Report, Why Diversity, Equity & Inclusion Matters More Than Ever, spotlights our accomplishments in five key focus areas that reflect our commitment to DEI:

Staying Connected and Supporting Each Other: With 45 percent of our workforce working remotely due to the pandemic, staying connected with one another was challenging and even more important than ever. We increased the resources available to employees by providing live webinars and recorded sessions on DEI, inclusive leadership, and personal wellness, among other topics. Our Employee Resource Groups were instrumental in continuing to provide a networking forum and important outreach with virtual events, starting early in the pandemic with a livestream event celebrating Women’s History Month in March. Throughout the year, ERGs continued to hold virtual events, including a fireside chat with Admiral John Richardson, an Exelon Board of Directors member, to celebrate Veteran’s day.

Getting Involved: While in-person volunteer events had to be cancelled to ensure everyone’s safety, employees devised innovative ways to virtually volunteer, including calling seniors in nursing homes, sending care packages to soldiers, and serving as COVID health hotline respondents. Exelon and ExelonPAC partnered to encourage employees to vote in the 2020 Presidential Election via the “Get Out the Vote” intranet site. Countless other workforce development and community education events took place in 2020 —either virtually or with appropriate personal protective equipment and strong social distancing.

Addressing Equity: In 2020, Exelon renamed its Diversity and Inclusion department to Diversity, Equity & Inclusion, and sought to raise awareness of the difference between equality and equity throughout the company. Exelon leaders across the company led dialogues and forums on racial injustices and other inequities throughout the year. Exelon’s DEI team also created and distributed a guide on how to talk about racial discrimination—with kids, colleagues, and others—and provided educational resources on inequity in our society. We also created a Racial Equity Task Force to address inequities both within and outside of our company. The group is focused on five key areas: Culture and Accountability, Customers, Community Empowerment, Policy Reform and Workforce Development. That team developed and introduced a new, annual DEI goal for all management employees beginning in 2021.

Being Recognized: Exelon continues to be recognized for its commitment and progress including being named to the DiversityInc Top 50 Companies for Diversity for the fourth consecutive year, the Human Rights Campaign Best Places to Work for the ninth consecutive year, and Best of the Best by a number of media publications.

We greatly appreciate your continued support and engagement as we work to make Exelon a stronger and more inclusive company.

Amy and Nicole

Amy Best
Senior Vice President,
Chief Human Resources Officer

Nicole Durham
Vice President,
Diversity, Equity & Inclusion
OUR PURPOSE
Powering a cleaner and brighter future for our customers and communities.

OUR VISION
At Exelon, we believe that reliable, clean, and affordable energy is essential to a brighter, more sustainable future. That’s why we’re committed to providing innovation, best-in-class performance and thought leadership to help drive progress for our customers and communities.
**Mission Statement:** Exelon operates in a world rich in diversity—in race, ethnicity, gender, sexual orientation, gender identity, disability, religious affiliation, experience and thought. Diversity, equity, and inclusion at Exelon strengthens our ability to achieve our vision by:

- Integrating diversity, equity and inclusion as a business imperative and a core value.
- Attracting, retaining, and advancing employees who will best serve and represent our customers, partners, and communities.
- Providing a workplace that ensures we respect one another and that each of us has the opportunity to grow and contribute at our greatest potential.

## Exelon DEI Strategic Goals

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<th>Number</th>
<th>Goal</th>
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<td>1</td>
<td>Diverse &amp; Inclusive Workforce (Attracting, developing, and retaining talent of all backgrounds that reflects the realities of our marketplace and communities, and the relevant labor market)</td>
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<td>2</td>
<td>Inclusive Workplace (Creating a culture of inclusion through consistent and sustained execution of the Exelon DEI Strategy, including progress measurement and accountability for results)</td>
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<td>3</td>
<td>Diverse Suppliers (Achieving a diverse range of suppliers, vendors, and service providers)</td>
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<td>4</td>
<td>Community Relationships (Ensuring that Exelon leadership has a significant reach and visible presence in a strategic core group of diverse community-based organizations)</td>
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<td>5</td>
<td>Leader in Diversity &amp; Inclusion (Positioning Exelon to be recognized as a DEI leader by its employees; by local, regional, and national thought leaders; and the communities it serves)</td>
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Embedding DEI in Virtual Hiring Practices
Our Talent Acquisition team pivoted to a virtual hiring environment as a result of the COVID-19 pandemic. By optimizing our use of technology and enhancing our processes, we ensured diversity of our candidate pools and inclusivity of our hiring and onboarding practices. Regardless of their location, candidates were able to participate in the hiring process via virtual interviews and leadership assessments, and flexible testing center options. Hiring managers were provided with additional support resources to foster inclusivity in a virtual onboarding environment.

Reducing Unconscious Bias in the Talent Selection Process
Exelon Talent Acquisition identified an opportunity to enhance DEI in our selection process by improving training and support for hiring managers, particularly in a more challenging virtual environment. Our new Talent Selection Fundamentals e-learning module for hiring managers is an interactive, two-part training course that includes a module that raises awareness of the potential for unconscious bias in the interview process and provides techniques and skill practice to reduce its impact.

Internship and University Recruitment
Exelon remotely hosted more than 500 collegiate summer interns across our operating companies with the primary goals of 1) building a diverse talent pipeline for future entry-level jobs, and 2) exposing young talent within our communities to valuable, applied experience and career opportunities in the energy industry. Exelon has established strategic partnerships with key academic institutions and organizations based on academic excellence in relevant areas of study, student population diversity and proximity to our major markets of operation. Each of Exelon’s operating company has established additional academic partnerships aligned with its unique markets and needs.

PECO and Philadelphia Youth Network
Despite the constraints of COVID-19, PECO continued its partnership with Philadelphia Youth Network, with the support of WorkReady Philadelphia, to provide paid summer internships to more than 6,000 students aged 15-17. Videos and virtual panel discussions were utilized to safely expose the students to future career possibilities.

Military and Veteran Outreach
Exelon believes in hiring men and women who have served in the military, understands they are uniquely qualified for the work we do, and actively pursue veterans to join our team. We connect with veterans at military focused recruitment events nationally, locally, and virtually, many of which were hosted by third-party organizations, such as Recruit Military, HirePurpose, and Veteran Recruiting (VR) Virtual Career Fairs. In 2020, nine percent of our total external hires were veteran hires and 40 percent were women and people of color, which aligns with our commitment to the Veteran Jobs Mission and the VetFriendly Job Initiative.

DIVERSE & INCLUSIVE WORKFORCE
To attract, develop, and retain talent of all backgrounds that reflects the realities of our marketplace and communities, and the relevant labor market

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<th>GENDER</th>
<th>RACE &amp; ETHNICITY</th>
<th>VETERANS</th>
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<td>24%</td>
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*Management is defined by EE0-1 Job Categories “Executive/Senior Managers” and “First/Mid-Level Managers” As of 12/31/2020.
BGE implemented the RISE (Racially, Inclusive, Safe and Equitable) culture improvement initiative, which was designed to take a racial equity lens to organizational development efforts, advancing race relations and evolving our culture toward creating a truly equitable and inclusive workplace. RISE established three workstreams to aid in meeting its mission: 1) How We Work, 2) Culture of Equity and Inclusion, and 3) External Efforts. While the first two workstreams helped raise awareness of how we could improve internally throughout 2020, the external efforts group continues working to build a new coalition of corporate and nonprofit partners that will collaborate to address systemic racism in central Maryland. They will work to identify opportunities to shape relevant legislation and policy drivers for systemic change.

BGE/Constellation collaborated on the 6th annual Diversity & Inclusion Week. It was the first time the programming was developed by, and made available to, employees within BGE and Constellation. The goal of the program was to provide employees with a variety of learning opportunities, covering the entire DEI spectrum, to drive awareness and behavior change, no matter where they are in their journey. Topics included: Division of our Nation, Structural Racism, Unconscious Bias, Cultural Intelligence, and the Workplace of the Future. The week included pre-recorded and live events, with external speakers, internal panels, community service opportunities, a non-profit fair and a silent auction that raised $7,338 for the House of Ruth Maryland. As a result of the collaboration between the two operating companies, and the accessibility of the virtual events, engagement skyrocketed to 1,165 employees. Participation increased by 750 compared to 2019.

Exelon Utilities held 15 “Opting In” Diversity Forums, which were hosted by directors and vice presidents with focused topics that facilitate open dialogue on the issues of the day. Sessions are limited to 20 employees to encourage sharing.

Nuclear and Power implemented the “DevelopU” series in response to the impacts of COVID-19 and the shift to a remote-work environment. The learning series covered a myriad of topics geared toward driving inclusivity in a changing environment, including how to work from home, setting up for success, virtual teams, promoting collaboration and inclusion, navigating through uncertainty and managing stress during turbulence. Sessions were attended by hundreds of Nuclear and Power employees embracing new ways to interact with their peers and grow their own skillsets.

PECO launched the “#ContinuetheConversation” campaign to further promote DEI. Programs included DEI executive panels; learning labs with key managers using engaging content to provide a forum for continued dialogue; educational workshops with managers leading discussions on unconscious bias; and virtual dialogues led by PECO’s chief operating officer to provide an open forum for discussion of DEI topics. Additionally, PECO launched the Parents and Caregivers Task Force to provide and highlight resources to support team members as they navigate work/life challenges during the pandemic.

Power repositioned its Powerful Leadership Summits to Virtual Leadership Panels due to the pandemic. Panels focused on ways leaders could develop inclusive teams. One panel specifically focused on creating a culture of curiosity and DEI in a respectful workplace. Leaders in Power hosted several virtual “Living Room Conversations” on the events of 2020 and racial discrimination to help drive an understanding of the unique challenges facing our employees. During 2020, Exelon Power’s inclusive leadership work resulted in an 85 percent favorability score in its inclusion survey.

INCLUSIVE WORKPLACE
To create a culture of inclusion through consistent and sustained execution of the Exelon DEI Strategy, including progress measurement and accountability for results
At Exelon, we understand that an inclusive workplace creates a culture in which our employees feel respected and valued, are able to be authentic selves, and that sense of belonging drives business growth and innovation. While this is infused at every level of our organization, our Leaders have committed to a broad range of accountability measures from annual updates to the Exelon Board of Directors to each Operating Company reviewing DEI progress at Quarterly Management meetings.

**BSC** More than 450 Business Services Company (BSC) employees participated in a moderator-led discussion that included members of the BSC executive team, spanning six different practice areas, on the topic of racial equity and allyship. The Chief Strategy Officer (CSO) organization conducted education sessions specifically focused on unconscious bias and several teams formed DEI committees and councils responsible for recommending and executing initiatives that foster dialogue. The Corporate Operations teams discussed the topic of racial injustice and inclusion in a variety of formal and informal settings, such as leader-led fireside chats, DEI office hour sessions, targeted dialogue sessions with key managers and trainings on the topic of building trust. The Compliance Organization established employee-led teams to develop actionable ideas for positively impacting racial equity both within and outside of the company.

**The BSC HR team** created the “Energize Your Career” series, offering workshops, panel discussions, “Lunch with Leaders” sessions, and a robust SharePoint site with additional materials and links to enterprise-wide offerings and resources. More than 2,000 employees attended the 21 sessions offered in 2020 and there were more than 2,000 views of the “Energize Your Career” SharePoint page.

**The Finance and Risk** organization hosted a number of virtual opportunities for employees to connect with each other and the Executive Leadership Team, including 60 virtual coffee break sessions where discussions focused on topics such as social justice, gender equality, unconscious bias and the impacts of COVID-19.
Employee Resource Groups rose to the challenge of continuing to provide programming and community engagement. With the shift to virtual work for nearly half of Exelon’s workforce in March of 2020, the ERGs went virtual, both in their activities for employees and support of the community. The ERGs were instrumental in ensuring social connections among our employees continued to thrive.

- **DYP hosted peer-to-peer technology lessons** to help those who needed to get up to speed with all the tools leveraged for telecommuting, while others hosted after hours Jeopardy sessions with special guest hosts.
- The pandemic provided a remarkable **opportunity for collaboration and engagement** for our newest ERG, Mosaic, including **hosting informative and personal employee sessions with executives.**
- **Philadelphia ERG chapters hosted “Philabundance”,** a virtual food drive that raised nearly **$30,000 in donations.**
Exelon serves some of the nation’s largest and most ethnically diverse metropolitan areas, including Baltimore, Chicago, Washington, D.C., and Philadelphia. Along with our workforce and culture, our supplier base also must reflect the diversity of our customers and our communities. We view diversity-certified businesses as valued partners in our efforts to serve our customers, and we believe that partnership will help diverse business enterprises grow and further give back to the communities we serve.

**Investing in Minority & Community-owned Banks**

The Investment Office believes that the benefits of diversification are not limited to asset classes and investment styles. The benefits of diversification can be harnessed by diversifying portfolio managers across ethnicity, gender, experience and thought. We seek to build portfolios managed by a diverse group of investment professionals and believe that this exposure to a broad array of investment talent will translate into a strategic advantage for our beneficiaries and constituencies.

Our DEI initiative focuses on (1) promoting these values across all our investment managers regardless of their ownership structure and (2) nurturing meaningful relationships with women- and minority-owned investment managers who can have a meaningful impact on Exelon’s investment performance.

**Women and Minority-owned Manager Program**

Exelon invested with **30 women AND MINORITY OWNED** investment firms in 2020.

These firms manage **$4.3 billion** of the company’s assets.

**11%** of our pension assets are **MANAGED BY DIVERSE FIRMS**.

**Diversity Honor Roll**

Exelon named 30 companies to its 2020 D&I Honor Roll, which recognizes partners in banking, insurance, IT, legal, professional services and investments for including women and people of color in key roles on Exelon’s account teams as well as additional corporate culture efforts to recognize the value of D&I.

**Diverse Business Empowerment Spend in 2020**

**$2.7 billion** in goods and services purchased from **DIVERSE SUPPLIERS**

This is a **$347 million INCREASE** over our 2019 spend

This equates to **13%** of **TOTAL SUPPLY-MANAGED SPEND**

**63%** of total **DIVERSITY-CERTIFIED** expenditures spent with local suppliers in Exelon’s key operating areas – IL, PA, MD, NJ, DE, DC, & TX

From **2016 to 2020** Exelon’s total diversity-certified supplier expenditures grew more than **41%**.

In **2020**, high-margin spend with diverse-certified suppliers was **$199 million**, a **$29 MILLION INCREASE OVER 2019**.

**DIVERSE SUPPLIERS**

Achieve a diverse range of suppliers, vendors and service providers

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From 2016 to 2020 Exelon’s total diversity-certified supplier expenditures grew more than 41%.

In 2020, high-margin spend with diverse-certified suppliers was $199 million, a $29 MILLION INCREASE OVER 2019.
BGE partnered with regional Career and Technical Education Schools within its service territory to offer a high school internship program that allowed students to learn about the work BGE does and prepare for the industry standard construction and skills trade test. In 2020, BGE transformed the typical hands-on, in-person program into a fully virtual experience. Over a four-week period, 44 high school interns participated and were given mobile devices and hotspots to be successful working remotely. The summer internship program exposed young talent to career opportunities in the utility industry while building a diverse talent pipeline for entry-level roles. BGE has hired 18 interns.

Nuclear’s Women in Nuclear (WIN) chapter partnered with U.S. WIN during its National Conference to facilitate an interactive session titled “Closing the Gap of Women & Diversity in Leadership.” More than 350 nuclear professional from across the North American nuclear industry worked collaboratively to develop actions to close the gap of women and diversity in leadership roles in the nuclear industry.

PHI launched the African American Women’s Forum to build a community for Exelon’s African American female employees focused on their professional development, to provide opportunities to network and create connections, to execute events featuring speakers and activities that provide insight on their career development, and to identify and remove barriers to development experienced by African-American women.

In 2020, Exelon donated $46,000,583 of 84% of all grants, to organizations that focus on the needs of people of color, women, senior citizens, LGBTQ & veterans.

4 COMMUNITY RELATIONSHIPS

Exelon believes in meeting our commitments to the communities we serve and making sure we are a good neighbor and corporate citizen. Our commitment to diversity and inclusion goes well beyond Exelon’s offices around the country. We value DEI across all aspects of our business and this is a value we look for in our business partners as well. 2020 was a tumultuous year, which meant we needed to continue providing—and build upon—our traditional community support and investment.

ComEd’s Youth Ambassadors, in partnership with After School Matters, provides Chicago high-school students an opportunity to develop career skills through science, technology, engineering, mathematics (STEM) education. This year, 111 students successfully completed the seven-week, paid apprenticeship. An energy-focused curriculum supplemented by hands-on projects gave students an introduction to the energy industry and various STEM concepts. Since its inception in 2013, 787 ambassadors have successfully graduated from the program.

The DC Infrastructure Academy workforce development efforts continued in 2020 with the 12-week program providing academic, workforce readiness and technical training (overhead, underground, and substations) to District of Columbia residents to prepare them for careers within the energy utility industry. In 2020, we made modifications to deliver the program online to 29 participants. Since its 2018 inception, 29 people have completed the program.

Pepco partnered with DC Public Schools (DCPS) and the Mayor Barry Summer Youth Employment Program to implement the “Get into Energy” Construction and Skill Trades Test preparation course. The program is focused on high school seniors who have expressed interest in the energy industry.

PHI implemented the “Delaware Path to Success” program, which provides opportunities for students to start their career in the utility industry while receiving one-on-one career coaching, career exploration, professional skill building and a paid internship.

Exelon Legal joined with representatives from Blank Rome and the Transgender Legal Defense and Education Fund (TLDEF) to draft Petitions for Changes of Name (and accompanying Motions for Seal and to Waive Publication Requirements) for eight clients. Legal also partnered with TLDEF to provide “Trans and Non-Binary Cultural Competency” training.
COMMITMENT TO WORKFORCE DEVELOPMENT

Workforce Development programs provide job training and are focused on eliminating employment and economic inequities in underserved communities – Examples include the utilities’ Infrastructure Academies in DC and Chicago and high school programs in Baltimore, Philadelphia, and Wilmington.

• For the eighth consecutive year, more than 75 students have graduated from the ComEd CONSTRUCT Infrastructure Academy, which is a nine-week job training program that increases the number of diverse, skilled candidates for entry-level employment opportunities in construction and engineering in Chicagoland and parts of northern Illinois. Due to COVID-19, the program went virtual in 2020. Since the program’s launch in 2013, nearly 600 students have completed the program with 70 percent of them securing employment shortly after graduating. Participants include women, African Americans, and Latinos, among others, who historically have faced barriers to entering the energy industry.

• PECO led a workforce development session at “B.PHL Innovation Fest,” that highlighted the importance of collaboration to provide the training needed to earn living sustainable wages. The festival was attended by more than 6,700 attendees from 49 states.

• The Center for Energy Workforce Development (CEWD), a non-profit consortium of electric, natural gas and nuclear utilities, awarded PECO an Inaugural Impact Award for its workforce development collaboration with the Philadelphia Energy Authority for the Bright Solar Futures program. This program is a first-of-its-kind solar training program targeted at high school students in Philadelphia.

• PECO partnered with WorkReady Philadelphia, an organization that helps area students find jobs and internships that exposed students to future career possibilities at PECO. Throughout the eight-week program, students were partnered with a business mentor who helped them better understand the working world and potential future opportunities.

“Our strategy extends beyond jobs and training – and focuses on addressing economic inequities in underserved and under-resourced communities. Time is of the essence: now, more than ever, we are working collaboratively to drive positive social impact in the lives of youth and work-ready adults.”

Robert D. Matthews
VP, Workforce Development & EU Chief of Staff
COMMITMENT TO RACIAL EQUITY & SOCIAL JUSTICE

While 2020 will forever be associated with the global pandemic, it will also be remembered for the renewed focus on social and racial injustice last summer. The deaths of George Floyd and several other Black Americans at the hands of police ignited protests across the country and drew attention to disturbing gaps in social justice and racial equity in America.

In keeping with its corporate values, Exelon joined nationwide calls to address inequality wherever it exists. Immediately following these events, the company spoke out to make its position clear, “There is no room in our company for hate, intolerance, discrimination or harassment of any kind – either obvious or covert – toward our colleagues or customers. We cannot tolerate it and none of us can stand by quietly if we observe it.”

In a message to all 33,400 Exelon employees, President and CEO Chris Crane wrote: “Our leaders and I feel strongly that we can’t stay silent, that we need to speak out publicly against racism and injustice. As a Fortune 100 company that plays a critical leadership role in our communities and our industry, we have an obligation to live our values both within and outside our walls.”

Racial Equity Task Force Created
Exelon redoubled its focus on diversity, equity and inclusion, establishing a company-wide Racial Equity Task Force (RETF) with executive leadership. The task force is reinforcing individual and organizational accountability in Exelon’s culture through annual performance goals, hiring practices and increased transparency. It also is focused on advocacy for more equitable government policies and is undertaking a review to ensure that our political and PAC contribution policies reflect our values. For customers, the task force is developing outreach programs for our underserved communities to drive awareness of, and access to, reliable and clean energy, energy efficiency and solar. The RETF also is establishing partnerships with energy assistance agencies to identify and implement initiatives to remove barriers to accessing federal, state and local energy assistance funding.

A More Inclusive Culture
Internally, we are engaging with employees to drive an improved culture of accountability for diversity, equity and inclusion. This year, we added a new DEI performance goal for all non-represented employees that will help us achieve a more inclusive workplace. Despite decreased hiring, promotion and turnover activity in 2020, Exelon met its overall diverse employment goal. Overall diversity within Exelon is now 43.08 percent, supported by 58 percent diverse external hires, 53 percent diverse promotions and lower turnover rates for both minority men and minority women. We will continue to focus on this goal going forward, identifying and setting more specific goals while emphasizing both individual and organizational action in support of diversity, equity and inclusion.
Powering Our Communities
In our communities, we are focused on workforce development and STEM education for underserved populations, and minority supplier support with an emphasis on small businesses. The company also has strengthened its commitment to and investment in workforce development programs designed to enhance the employability of underserved populations in communities where Exelon operates. Our annual STEM Leadership Academy program, held annually in Chicago, Philadelphia and Baltimore/Washington, D.C., continues to provide young women the opportunity to participate in mentor-guided, hands-on activities and experiments, preparing them for future careers in STEM, which are traditionally underrepresented by women and people of color.

Additionally, Exelon is committed to bringing economic equity and empowerment to underserved communities by helping to create jobs and opportunities to access those jobs where too few exist today. With 45 different workforce development programs across its six utilities and the generation business, we are working to equip the unemployed and underemployed with valuable job skills while educating the next generation workforce for careers in STEM fields, preparing both work-ready adults and youth for family-supporting careers. For example, the Infrastructure Academies at each of Exelon’s utilities comprise a signature aspect of the company’s workforce development programming. The academies create meaningful pathways into utility careers through training programs offered in partnership with other entities. For example, the ComEd CONSTRUCT program is sponsored by a coalition of construction and related industry companies committed to providing equal employment opportunities for construction and related project management and customer service jobs in Illinois, and Pepco’s DC Infrastructure Academy prepares participants in the District for jobs with leading companies, helping to create a path to the middle class.

Transforming Partnerships
Exelon increased its total diverse supply spend by 15 percent, to $2.7 billion, in 2020, exceeding $2 billion for the fourth consecutive year and setting a new record for diverse spend despite the challenges posed by Covid-19. We also are developing partnerships with regional chambers of commerce to provide grants and small business loans to help strengthen minority-owned small businesses and foster economic empowerment and entrepreneurship. Additionally, Exelon has launched a new program with three regional affiliates of the National Minority Supplier Development Council to grow Black-owned businesses in the utility industry, with a focus on Exelon’s key markets.

Get Ready to Vote!
A non-partisan webpage was developed to support employees with registering to vote, verifying their registration, requesting an absentee/vote-by-mail ballot, and signing up for important election reminders through the non-partisan, non-profit Vote.org.
Exelon’s Diversity, Equity & Inclusion office continued its partnership with White Men as Full Diversity Partners (WMFDP) to bring executive DEI learning labs to the organization. The program goal continues to focus on building effective diversity partnerships between white men and their diverse colleagues. In 2020, these learning labs pivoted to a virtual environment. One virtual White Men as Allies (WMA) cohort and two virtual WMA refresher cohorts were offered in 2020. This year, a newly created virtual “Courageous Leader Summit” was offered to Exelon directors, 80 of whom participated. This partnership with WMFDP will continue into 2021.

**A LEADER IN DIVERSITY & INCLUSION**

To position Exelon to be recognized as a DEI leader by its employees; by local, regional, and national thought leaders; and by the communities it serves.

**2020 Diversity Awards:**

- Diversity Inc Top 50 Companies for Diversity
- Human Rights Campaign Best Places to Work
- Best of the Best by Black EOE Journal
- Best of the Best by Hispanic Network Magazine
- Best of the Best by Professional Woman’s Magazine
- Top Internship Program
- U.S. Veterans Magazine’s Best of the Best

“We are grateful for the recognition our companies have earned for advancements in diversity, equity and inclusion and we are most proud of how fostering a culture of respect is making us a better company. Better for our people. Better for our customers. Better equipped to handle the challenges of today on the path toward a sustainable future in which our communities thrive.”

Chris Crane
President & CEO Exelon
A special thanks to those contributors who made this report possible.

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