



Introductory Letter

DEAR COLLEAGUES,

At Exelon, we see diversity, equity and inclusion as central to how we do business. They are core values and part of who we are. DEI is as important to us as the delivery of safe, reliable — and ever cleaner — energy to our customers.

Embracing diversity, ensuring an equitable and inclusive workplace culture, and serving the needs of communities are all key components of powering a cleaner and brighter future for our customers and communities.

The 2021 Annual Report highlights the actions we took to build on our strong commitment to DEI and further weave it into all aspects of our work.

Inside, you will learn more about our DEI strategy and programs within each of our operating companies, and the ways in which those programs impacted our strategy and influenced company culture.

You'll also learn more about our industry-recognized Workforce Development program, which was formalized as an organization function in 2020.

It has become a primary way to drive positive impact in our service areas and help the communities where our customers live and work become stronger and more resilient.

In 2021, Exelon was selected to receive the Center for Energy Workforce Development's highest honor, the Chairman's Award, which recognizes a company for excellence in workforce development leadership. Receipt of this award demonstrates the success of our efforts to address economic inequities in underserved and under-resourced communities.

In addition, our Racial Equity Task Force (RETF) continued in its second year to be an important index of our collective DEI efforts. We also launched an initiative to invest \$36 million in minority-owned businesses in the cities where we do business. Also, our supplier diversity commitment placed us once again as the only energy company in the Billion Dollar Roundtable.

Last year, we announced that Exelon would split into two companies — Exelon and Constellation and that DEI would continue to be a priority for both companies.

We are proud to say that both companies have continued to make DEI a priority. DEI drives our success — as corporations and as community partners. While we keep taking steps to move our society toward cleaner energy, DEI will remain a core value and critical part of our business strategy, because it makes good business sense, and it's the right thing to do.

Thank you,



Amy Best *EVP and Chief Human Resources Officer*



Robert MatthewsVP and Chief Diversity, Equity &
Inclusion Officer

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.



Diversity, Equity & Inclusion Commitment

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:

- 1. Integrating diversity, equity and inclusion as a business imperative and a core value.
- **2.** Attracting, retaining, and advancing employees who will best serve and represent our customers, partners, and communities.
- **3.** 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.

STRATEGIC GOALS:



Diverse & Inclusive
Workforce: attracting,
developing, and retaining
talent of all backgrounds
that reflects the realities
of our marketplace and
communities, and the relevant labor market



Inclusive Workplace:
creating a culture of inclusion through consistent
and sustained execution
of the Exelon DEI Strategy,
including progress measurement and accountability
for results



Diverse Suppliers: achieving a diverse range of suppliers, vendors, and service providers



Community Relationships: ensuring that Exelon leadership has a significant reach and visible presence in a strategic core group of diverse community-based organizations



Leader in Diversity, Equity & 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



Representation of all our varied identities and differences which make us unique

Exelon's Talent Acquisition team has been an integral part of supporting the DEI Strategy to attract, develop, and retain talent of all backgrounds that reflect the realities of our marketplace and communities, and the relevant labor market.

Embedding DEI in Our Hiring Practices

The Talent Acquisition team continues to improve our diversity recruiting practices by optimizing our use of technology and continually enhancing our processes to ensure that we maintain diverse candidate pools and consider inclusivity in our hiring and onboarding processes. Our recruiting team took part in DEI and Disability Awareness training provided by the National Organization on Disability to help reduce unconscious bias in our talent selection process.

Early Careers & Internship Recruitment

The goals of our internship program continue to focus on building diverse pipelines for entry-level jobs and exposing young talent within the communities we serve to career opportunities in the energy industry. In addition, our operating companies have established academic partnerships that align with their unique local hiring needs. Consistent with our tradition of looking for the next generation of diverse talent at partner institutions, we attended multiple HBCU recruiting events and diversity career fairs in 2021. Additionally, we welcomed 481 summer interns (73% diverse) across our operating companies.

Talent Ambassadorship

Our employment branding team successfully launched an internal talent ambassadorship program through which employees could volunteer to share their internal testimonies and perspectives about work life at Exelon. Through this effort we were able to partner closely with our Employee Resource Groups (ERG) to share testimonies every month in celebration of DEI heritage months and celebrate the achievements of our diverse employees.

Military & Veteran Outreach

Exelon remains committed to hiring those who have served in the military. We value the high-quality work that veterans do for our organization. We make an effort to connect with veterans at military focused events, and partner with military organizations such as RecruitMilitary to share our career opportunities. In 2021, 11% of our total external hires were veterans.

BSC Finance leaders continued to focus on promoting a diverse pipeline through their LIFT Program (Leadership Investing in Future Talent). This program was designed to create an internal pipeline of diverse talent ready for promotional opportunities. In 2021, several employees participated in LIFT and each was paired with an executive mentor for a six-month period. During this timeframe, partner executives focused on increasing the employee's visibility, exposure, and development.

0	GENDER Women. 25.1% Men. 74.7%



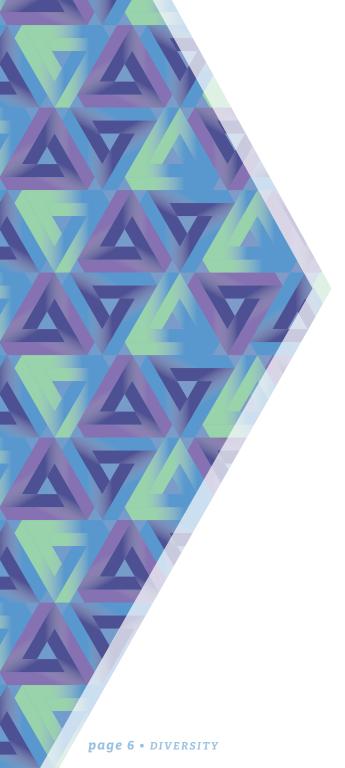








*Management is defined by EEO-1 Job Categories "Executive/Senior Managers" and "First/Mid-Level Managers" as of 12/31/21



Green Power Connect Intern

PECO hired the first Green Power Connect intern from the Philadelphia OIC Smart **Energy Technical Training** program. The intern was a recent graduate of the PECOsponsored program and has found permanent placement in the company as a contract liaison. The eight-week program offers customized job training and job placement services for those who are interested in energy-oriented careers, and specifically, "smart energy" trade jobs.



Green Power Connect intern, Erika Watkins.

Nuclear Sponsorship Program

Nuclear piloted a program focused on accelerating the development of diverse employees with the goal of hiring more women and minorities into leadership positions within the organization. The program matches senior leaders with employees to provide access to increased advocacy and support for their career advancement. In 2021, 100 employees participated in the program.

Diverse Business Empowerment Spend in 2021

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.

Exelon's spend with diversity certified suppliers increased from \$2.7 billion or 29% in 2020 to \$2.9 billion or 32% in 2021 and spend with local diverse suppliers increase from 63% to 67% of Exelon's total Tier 1 diverse spend in the areas of construction, engineering, materials, and corporate services.

The Exelon Foundation pilot program was launched in 2021 which was designed to support and grow black businesses, which have been disproportionately impacted by the pandemic, awarding \$150,000 in grants to three National Minority Supplier Development Council (NMSDC) regional affiliates that service Exelon Utilities. The program aligns with both Exelon's existing Business Diversity

DIVERSE BUSINESS EMPOWERMENT SPEND IN 2021:

\$2.9 billion in goods and services purchased from **DIVERSE SUPPLIERS**

This is a **\$226 million INCREASE** over our 2020 spend

This equates to **32%** of **TOTAL SUPPLY-MANAGED SPEND**

67% of total **DIVERSITY-CERTIFIED** expenditures spent with local suppliers

in Exelon's key operating areas — IL, PA, MD, NJ, DE, DC, & TX

From **2017 TO 2021** Exelon's total diversity-certified supplier expenditures grew **MORE THAN 49%**

In 2021, high-margin spend with diverse certified suppliers was \$244 million, a **\$45 million INCREASE OVER 2020**.

Empowerment's supplier development program and the business needs of Exelon's six utilities, offering a curriculum focused on key topics like financial strategies, strategic partnerships and utility trends and forecasting. The program launched in May 2021 with 22 participants and concluded in December 2021. In 2022, the program will expand to include other diverse classifications.

Women and Minority-owned Manager Program

Exelon has relationships with 30 diverse or womenowned firms that provide investment management services to the Diverse Business Empowerment team, equating to roughly \$4 billion in assets invested with these firms.

WOMEN AND MINORITY-OWNED MANAGER PROGRAM

Exelon invested with **27 WOMEN AND MINORITY OWNED** investment firms in 2021

These firms manage **\$4 billion** of the company's assets

11% of our pension assets are MANAGED BY DIVERSE FIRMS

Diversity Honor Roll

This year marked the Investment team's second year of the DEI Honor Roll program, which measures and tracks DEI initiatives and progress made by our team of investment managers. The program includes recognition for managers with exemplary achievement in this space.



Removes barriers and seeks to ensure fair treatment and access to opportunity for all people

Equity in the workplace is paramount to Exelon's continued success and our ability to ensure that all employees feel a true sense of belonging and have access to equal opportunities. Exelon increased its transparency and commitment to equity by implementing a Diversity, Equity & Inclusion Performance Goal for all management employees and leaders in 2021. The purpose of the DEI Performance Goal was two-fold:

- 1. drive a more inclusive and equitable culture, and
- **2.** ensure accountability where every management employee and leader at Exelon is accountable for DEI and ensuring an inclusive culture.

The DEI Performance Goal included quantitative and qualitative objectives and key results to be achieved by level. To support leaders in achieving their DEI Performance Goal, focused training was provided through quarterly webinar offerings and educational resources were developed to support leaders and employees with their DEI educational journey and acumen.

All management employees were expected to have a specific Diversity, Equity and Inclusion (DEI) performance goal against which their performance was measured.

FINANCIAL COMMITMENT TO RACIAL EQUITY

Exelon announced the Racial Equity Captial Funds (RECF) in 2021. The Exelon Foundation will

contribute \$5 million to the RECF, a \$36 million fund that will provide capital to minoirty businesses in support of underserved and under-resourced communities in Exelon geographies. The fund is one of the first of its kind and we are encouraging other potential investors to join.

FINANCIAL COMMITMENT TO RACIAL EQUITY

The Exelon Foundation will contribute

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AND DISADVANTAGED BUSINESSES.

GREAT EQUITY WORK IN THE OPCOS

BGE's Equal by 30 mission is to achieve equality and equity for women in the workplace through strategic partnerships with employee resources groups and other initiatives to raise awareness of biases impacting women. This program is supported by an executive sponsor and 20 team members working across five key focus areas: Achieving Equity for Women Experiencing Multiple Biases, Women in Non-Traditional Roles, Championing Women in the Workplace, Leadership Development for Women, and Women in the Field Focus Group.

ComEd Executives formed the Allies in Action team, where experience-driven and action-oriented steps are taken to create a more equitable work envi-

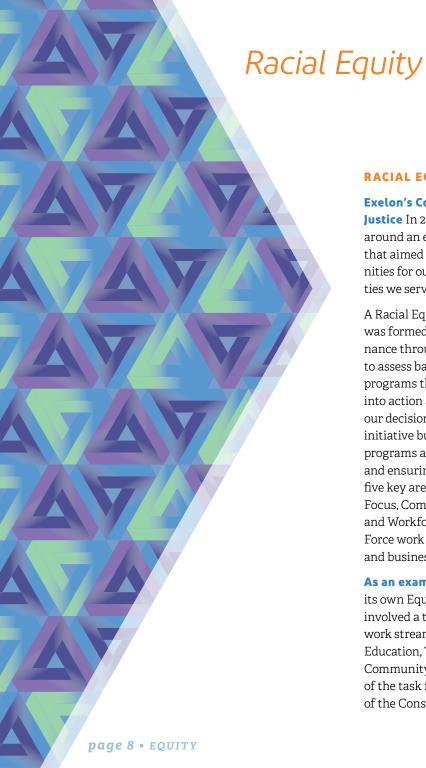
ronment. In 2021, the team hosted two educational and impactful events on racial equity and overcoming stereotypes. The inaugural Allies in Action webinar titled "A Conversation About Experiences in Racial Equity" attracted more than 1500 participants who learned about the historic impact of the

During 2021 at BGE, 95% of all leaders took UNCONSCIOUS BIAS TRAINING.

Black experience and how we can collectively move forward. Allies in Action also hosted "Overcoming Stereotypical Representations," which led participants through a candid discussion about barriers stemming from stereotypes they have faced and overcome in the workplace.

PHI's GROW (Goal Setting, Resource Education, Ongoing Development, and Winning People and Teams) held a company-

wide virtual career event that emphasized inclusion, a focus on development fundamentals and innovation in delivery and outreach. GROW focuses on cultivating employee development through leader-led discussions, action planning events and coaching. This initiative continues to drive high employee engagement, with 45 employee development events, virtual webinars, panel discussions, and networking events held in 2021 and more than 3000 employee registrations.



RACIAL EQUITY TASKFORCE

Exelon's Commitment to Racial Equity & Social Justice In 2021, the company's focus was centered around an enterprise-wide racial equity initiative that aimed to eliminate barriers and create opportunities for our employees, vendors, and the communities we serve.

A Racial Equity Task Force & Steering Committee was formed and continued to provide governance throughout the year. This team took action to assess barriers in the Exelon culture, design programs that translate cultural understanding into action and hold ourselves accountable for our decisions and behaviors. This enterprise-wide initiative builds on existing DEI efforts and programs and is focused on eliminating barriers and ensuring equity for all people of color across five key areas: Culture & Accountability, Customer Focus, Community Empowerment, Policy Reform, and Workforce Development. Racial Equity Task Force work continues throughout Exelon OpCos and business areas.

As an example, Constellation established its own Equity & Inclusion Task Force which involved a total of 52 employees across four work streams: Representation, Culture/ Education, Transparency/ Accountability, and Community Empowerment. A key highlight of the task force's impact includes the launch of the Constellation Rising Scholars Program,



"Diversity, equity and inclusion are core to who we are, the values we hold and the actions we take in all aspects of our business. Diverse perspectives and experiences make our company stronger, and we nurture and promote these values in every aspect of our policies, programs, and culture. I'm particularly proud of the work of our Racial Equity Task Force, which has led initiatives and commitments that are

making our workplace ever more equitable. Our leadership team has established measures to ensure our actions translate into results in both the workplace and our communities."

— CHRIS CRANE, President and CEO, Exelon

which provided \$100,000 in college scholarships to five students graduating from the Baltimore Polytechnic Institute.

Exelon's corporate talent development team hosted a multi-part Racial Equity Series in

2021. In total, 23 executives participated in seven distinct panel discussions throughout the year. Each session was centered on a specific topic relating to racial equity, as well as one of Exelon's Inclusive Leadership Behaviors. These discussions provided a platform for open dialogue around racial injustice and engaged more than 450 employees per session. Post-panel discussion

guides were utilized for continued discussion among individual teams and employee resource groups. Participant feedback was overwhelmingly positive. One employee expressed appreciation for the openness of the panel. "Your willingness to show up will help the rest of us to be open and brave enough to step into this space as well."

IT held an open forum dialogue following each Racial Equity Series panel. These discussions were led by TMOD and a participating leader and allowed individuals to engage with one another and participate in the discussion on a smaller scale after each of the larger panel events.



BGE co-led the Diversity, Equity, and Inclusion Week with Constellation which ran September 27 – October 1, 2021.

This week consisted of 35 events including this BGE Dialogue.



THE YEAR OF DEI EDUCATION

Exelon's DEI team focused on DEI education during 2021. Several educational initiatives, resources and programs were developed and implemented to support the organization's thirst for DEI knowledge and practical applications of DEI in the workplace.

We launched a new (optional) Disability Fundamentals Training within the company's learning management system. The 30-minute interactive training was designed to help employees become more confident in understanding the challenges experienced by employees with disabilities in the workplace. It has proven to be a great resource in helping managers foster a supportive and inclusive environment while also protecting privacy and confidentiality. Participants learn about disability awareness, etiquette (interacting appropriately and respectfully), holding accessible meetings and events, and how to support employees through the disclosure and accommodation process. More than 150 employees took the training in the fourth quarter.

DEI Moments were developed by the corporate diversity team and introduced to the organization through meetings, training, and team huddles. These micro-learnings touched on a variety of topics, from micro-aggressions to intersectionality to our multigenerational workforce. These educational resources allowed employees to quickly consume content on relevant DEI topics and help further develop their DEI acumen. As an example, Exelon Nuclear implemented monthly "DEI Moments" across its organization. Gender Equity, Bystander Intervention, Unconscious Bias, Multi-Generational

Workforce and Privilege are a few examples of discussions leaders led at all levels of the organization using this new micro-learning format.

Executive and Key Manager Education Exelon's DEI team continued its partnership with White Men as Full Diversity Partners (WMFDP) to bring executive DEI learning labs to the organization. This program explores how racism, sexism, heterosexism, and classism operate as systemic advantage/privilege in work, community and personal life. This year, a newly created virtual "Leader Empowerment Lab was piloted for people leaders. This partnership with WMFDP will continue into 2022.

BSC HR created the "Energize Your Career"

platform in response to the remote environment prompted by COVID-19, offering a robust SharePoint site with development materials and links to enterprise-wide offerings and resources. BSC continued to add to related program offerings, including a Lunch with Leaders series, which allowed employees to learn about leaders and areas of the organization over a lunchtime session held in interview format.

Constellation's Equity & Inclusion Task Force Culture Education Work Stream hosted discussions on systemic racism, allyship, racial micro-

aggressions and police brutality. A repository of racial equity content (videos, blogs, and other literature) for educational purposes was developed to support the company's new DEI Performance Goal for all employees. Additionally, all Constellation key managers completed training on how to facilitate a DEI-focused dialogue session.





Exelon's Finance, Risk and Credit team continued to host virtual opportunities for employees to connect with each other and the executive leadership team. All FRC executives and directors hosted one-on-one meetings as well as formal sessions on social justice, gender equality, vaccinations, and COVID-19 impacts.

Exelon's Investment Team Commitment to DEI Education continued in 2021 as the department participated in more than 30 meetings and calls with external parties to discuss and implement ideas related to Diversity, Equity & Inclusion. These included thought leadership calls with Raytheon, United Technologies, and United Auto Workers (UAW) to name a few.

IT also started its Exelon Core Competencies virtual series, through which employees reviewed a LinkedIn Learning module around one of the core competencies and then a respective dialogue and collaboration session was set up to further discuss the content and allow employees to hear and learn from one another. These sessions were widely popular, with each one reaching a registration capacity of 25 people.

New DEI Committees Formed Across Teams

where Exelon Legal created a Legal DEI Committee that provided opportunities for employees to get involved in DEI, educational resources, and tools for the "Legal DEI Digest." The committee also set up DEI speaker events, a Summer Associate Program and engaged with outside law firms.

Legal's DEI Dialogues continued with engaging educational sessions on topics covering policing, voter fraud/suppression, the Crown Act, protests and affecting change, and challenging one's



The racially inclusive safe and equitable community (RISE) initiative officially launched last summer in direct response to the brutality we witnessed last year, clear and profound evidence of ongoing raging systemic racism that persists and has had dire impacts in our communities.

own position on a topic. Similarly, the Supply organization's "Supply Culture of Inclusion Team" created a monthly DEI communication series intended to educate and provide resources to employees on various DEI-related topics, including creating a culture of trust, psychological safety and adaptability.

PECO launched PECO's Equity Initiative, with approximately 60 employees focused on racial equity during 2021. Monthly COO DEI Dialogues co-led by PECO executives and other employees continued in 2021 as ongoing development opportunities. PECO's CEO and other executives (COO/

SVPs/VP); used learnings from Intercultural Development Inventory (IDI) to enhance cultural competence and enhance discussion at monthly COO Diversity Dialogues. And 13 DEI Learning Labs "#ContinuetheConversation" were held that included topics such as Autism Awareness, PBS film "Asian Americans," Loving Day, anniversary of George Floyd's death, and PRIDE.



Builds a culture of belonging by actively inviting the contribution and participation of all people.

Exelon has created a culture of inclusion through consistent and sustained execution of the DEI Strategy, progress measurement and accountability for results.

At Exelon, we understand that an inclusive work-place creates a culture in which our employees feel respected and valued, are able to be their 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.

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.



"From our community giving programs to our diverse business partners; from our workforce development programs to our COVID-response, DEI is critical to the culture of our company and the difference we can make in people's lives. And we know that inclusion — at all levels — is vital to the success of the company's operational outcomes. We engage executive leadership, our workforce, outside

vendors, the marketplace and many others to imprint the importance of DEI on all of our touchpoints. No one is left out of the conversation because everyone has to be at the table if we are to succeed."

— Calvin Butler, Senior EVP and Chief Operating Officer, Exelon

BSC Finance, Risk, and Credit hosted a day-long event for 150 female employees called EmpowerHER, which focused on representation, the impact of COVID-19 on women, negotiating and executive presence. The event was started in 2019 with a mission to empower women personally and professionally.

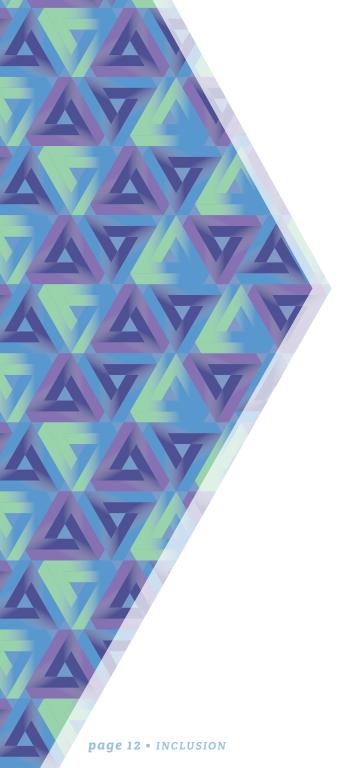
Organization's SVP and chief security officer, along with other guest speakers and leaders, hosted bi-weekly office hours during which employees could raise concerns, ask questions and openly share perspectives on a variety of DEI topics.

Approximately 100 employees joined the discussions.

BSC IT has continued their focus on cultivating diversity and focusing on diverse populations through the creation of programs such as the People of Color Mentor Program and Women in Technology.

BGE & Constellation Co-led DEI Week that consisted of 35 DEI events. Examples of the events included DEI Jeopardy, a "Lead DEI In the Field" Panel Discussion, "Hiring, Retaining and Promoting Veterans," and "The Impact of Being a Women in the Field."

Constellation launched Opting-In dialogues, through which employees could participate in DEI dialogue sessions to collectively discuss the company culture. The Culture of Inclusion survey yielded results that were significantly more favorable than prior surveys. Over 1,100 employees responded to the survey and the results indicated Constellation employees generally perceive Constellation to be an inclusive place to work (83% favorable).



LIVING OUR INCLUSIVE BEHAVIORS — Inclusion in a Remote Workplace and Employee Resource Groups (ERGs)

Reflecting on 2021, Exelon Employee Resource Groups (ERGs) supported the resiliency of employees and continued to advance our inclusive culture through events and programs while many employees were remote.

ComEd's MomEd affinity group continued its partnership with Milk Stork as a benefit to breast-feeding employees and in support of their business travel. Milk Stork helps traveling mothers at ComEd nourish their babies and their career ambitions by offering refrigerated and frozen shipping and toting services while on company travel, enabling families to get their milk home from anywhere.

Power held a "Women in Power" Leadership Conference in a fully virtual format for the first time. This forum connected women of all levels and professional backgrounds — from technicians to plant managers — under the 2021 theme "Powering Toward Our Future." Notable sessions included inspiration spotlights about employee community service, sharing of key DEI learnings from the year, and a powerful, diverse leadership panel of female executives from across five of Exelon's operating companies. The Women in Power Conference was attended by approximately 75 employees.



"Our Employee Resource Groups are an integral part of our company and have dedicated themselves to building a more inclusive and equitable culture at Exelon. ERGs provide a place for people to share perspectives and experiences, receive support from colleagues, and learn and connect — moving us all forward in living our purpose to power a cleaner and brighter future for our

customers and communities."

— Bridget Reidy, EVP & BSC COO, Executive Sponsor of New of Exelon Women (NEW), Exelon

CULTURAL EVENTS REMAINED VIRTUAL AND KEPT PEOPLE CONNECTED...

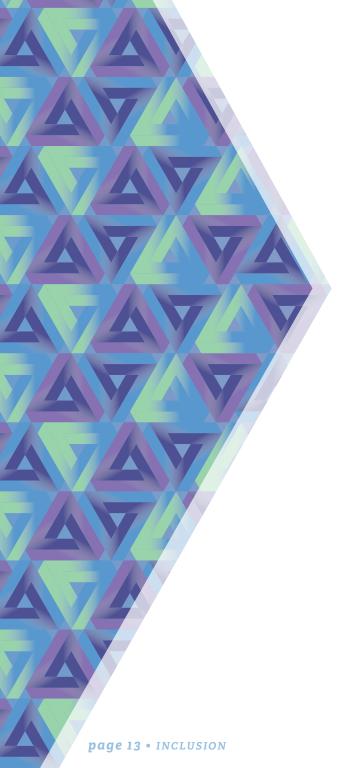
AARG chapters hosted **CULTURE CHATS** on the Lunar New Year, Asian Hate, Ramadan and Immigration Stories, which was a collaboration with EAARA and OLE that garnered more than 230 attendees. Other events included a **FIRESIDE CHAT** with U.S. Congressman Raja Krishnamoorthi on Civic Engagement. Asian American Pacific Islander Heritage Month activities included in May (e.g., speakers, panelists, cooking classes) on topics such as Asian American Identity, the History of Chinese Immigrants, and career development.

BGE created a **JUNETEENTH VIDEO** to educate on the importance of Juneteenth in our shared history both internally and also via social platforms such as LinkedIn and Facebook.

ComEd AARG and OLE ERGs collaborated to host a conversation where members from each organization shared their **IMMIGRATION STORIES**.

ComEd and Generation EAARA partnered to host a week-long **CELEBRATION OF JUNETEENTH** that focused on spotlighting Black Owned Businesses, daily trivia, and a keynote address from E. Mackey, photographer and author of Lift Every Voice, a photobook of his journey during the aftermath of the George Floyd murder.

OLE's theme for **HISPANIC HERITAGE MONTH 2021** was Diverse Heritage, Mas Fuertes Unidos (Stronger Together) and there is no better representation of this than in the way OLE members worked together across Exelon's operating companies to bring this month-long celebration to life. Opening and closing events featured ComEd executives who shared their wisdom, insights and experiences as members of the Latinx community. OLE successfully held 10 virtual celebrations during the month, engaging more than 1500 employees.



"As DYP-DC reflects on the past year, we are reminded that 'inclusion is not simply about physical proximity. It is about intentionally planning for the success of everyone.' We were able to celebrate diversity and inclusion through many events that included an engaging book club where members talked through energizing the company through accountability, a DEI discussion about how our collective identity relates to inclusion, a Wizards game to build comradery in the group, and a few happy hours to network and have fun."

Thaddeus TJ Potter, President of Developing
 Young Professionals (DYP) DC

"During 2021, the Generation ENABLED ERG touched the lives of our employees, helping support their family's special needs. We demonstrated the true power we all have to improve our lives by solving issues together.

ENABLED — It's what we are when we listen to and help educate each other!"

HOW ERGS BUILT UPON RACIAL EQUITY DIALOGUE...

AARG (ASIAN AMERICAN RESOURCE

GROUP) hosted a "Stop the Hate" discussion centered on violence within the Asian American community.

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EAARA (EXELON AFRICAN AMERICAN RESOURCE

ALLIANCE) hosted a half-day session that culminated with a presentation by Lawrence T. Brown (author of The Black Butterfly) about the effects of Red Lining in the city of Baltimore.

OPERATING COMPANIES STEPPED UP TO EMPOWER AND STRENGTHEN THEIR ERGS...

BSC Groups leveraged the company's **VIRTUAL RESOURCES** in record numbers, such as LinkedIn Learning. More than 900 employees were active users of this learning platform. Constellation hosted an ERG fair, with more than 600 employees participating to learn more about the company's ERGs, and how to become an active member.

Generation EAARA (EXELON AFRICAN AMERICAN RESOURCE ALLIANCE) resource group hosted a DEVELOPMENT WORKSHOP that included a leadership panel and breakout sessions with senior leaders in a small group setting. Education and awareness around resources to promote development including career mapping, individual devel-

opment planning, mentorship, and self-guided learning programs were also shared.

New of Exelon Women (NEW) Chicago hosted a **PROFESSIONAL DEVELOPMENT WORKSHOP** titled "Building Your Professional Brand" with over 100 attendees, who received guidance in identifying their personal values, attitudes, passions, and purpose. The workshop was successful in helping women strengthen their ability to communicate who they truly are and the qualities and skills they

bring professionally.



Exelon leaders believe in meeting our commitments to the communities we serve and making sure we are a good neighbor and corporate citizen.

Our commitment to diversity, equity 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. 2021 continued to be a tumultuous year, which meant we needed to continue providing — and build upon — our traditional community support and investment.

As part of Exelon's ongoing efforts to promote a diverse workforce and empower young women, the Exelon Foundation, in partnership with The National Energy Education Development Project (NEED), created free year-round STEM programming to engage 180 high school girls from under-resourced communities in our key markets: Chicago, Philadelphia, Baltimore and the District of Columbia. In 2021, programs continued in a virtual format with participants attending monthly mentoring sessions, bi-weekly hands-on STEM activities (led by program alumnae), Career Chats with our employees, professional development sessions and social gatherings. We deepened our commitment to alumnae of the Infrastructure Academies by offering full college scholarships for four years to a select group of young women who have participated in the programs. Scholarships will cover all costs associated with college, including tuition, room and

board and all other expenses that aren't covered by other confirmed scholarships, family contributions and work-study grants.

Exelon Corporation and the Exelon Foundation committed \$2.4 million in scholarships to 24 college freshmen selected for the company's HBCU Corporate Scholars Program. Launched in partnership with UNCF (United Negro College Fund), the program provides scholarship assistance, internship experiences and early-career readiness training to

students from Exelon's markets attending historically Black colleges and universities (HBCUs). UNCF will provide internship preparation to connect participating students with Exelon internships in business administration, business management, engineering, finance, information technology and supply-chain management.

Exelon and the Exelon Foundation also launched the Green Lab Grants Program, which will provide grant awards up to \$50,000 to schools and nonprofit

2021 EXELON PHILANTHROPY HIGHLIGHTS

Exelon **EMPLOYEES VOLUNTEERED FOR 177,765 hours** in their communities.

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\$42,820,427 of grant funding supported organizations, programs or events that were TARGETED SPECIFICALLY TO DIVERSE POPULATIONS

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Exelon EMPLOYEES PERSONALLY CONTRIBUTED **\$11 million** through the Exelon Foundation Employee Giving Campaign and Matching Gifts programs.

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Launched **three new signature education programs** to help students from **UNDERSERVED COMMUNITIES**: scholarships up to \$25,000/year for four years at HBCUs; Green Labs to support modernization of STEM labs; and full scholarships for four years for Exelon STEM Leadership Academy alumnae.

\$41,536,548

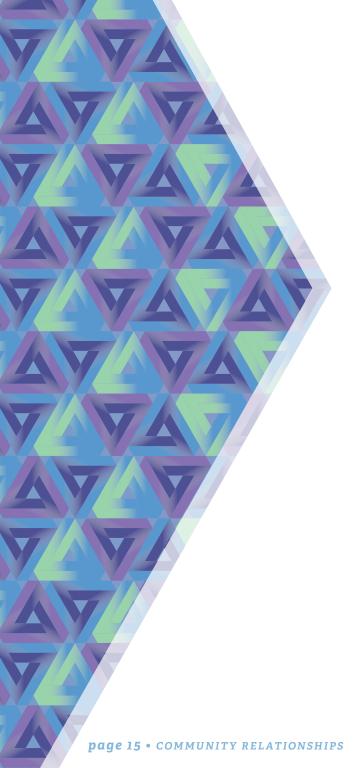
EXELON FAMILY
OF COMPANIES'
CHARITABLE GIVING

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\$10,603,862

EXELON FOUNDATION CHARITABLE GIVING

\$52,140,410 TOTAL



organizations serving Title I-eligible students to invest in hands-on educational spaces where students can prepare for STEM careers. The grants, totaling \$1 million annually, will be administered by the Museum of Science and Industry and will target organizations in communities where Exelon operates including Illinois, Delaware, Maryland, New Jersey, Pennsylvania and Washington, D.C.

Constellation hosted three high school summer interns from Baltimore City Public Schools and created a partnership with Johns Hopkins University (JHU) Community Consulting Lab Program to engage and mentor Black, Indigenous and People of Color (BIPOC) small business owners in the Greater-Baltimore area while also supporting JHU Carey Business School students.

Exelon Nuclear's Summer Camp Program is a partnership with five universities (University of Illinois at Chicago, University of Illinois at Urbana-Champaign, Villanova, Temple, and Rensselaer Polytechnic Institute) to fund programming and provide scholarships for 140 students from underrepresented communities to attend the STEM-related summer camps. The camps provided students with the opportunity to experience engineering through virtual projects, activities, tours, and demonstrations, including a digital plant tour of Exelon Generation's Limerick Generating



"As a newly independent company, Constellation carries forward strong values that made Exelon a force for positive change in the communities we are privileged to serve. Respect, diversity and inclusion are core values that will drive our business decisions as we set out to be a national leader in addressing the climate crisis. When we embrace these ideals and draw upon all perspectives and backgrounds,

our teams are more innovative and successful, and that is how we will create a more sustainable future for our customers and communities.

— Joe Dominguez, CEO, Constellation

Station, located in Pottstown, PA. "Bringing the world of STEM to students is an investment in our future. The nuclear power industry, now more than ever, needs to make this investment to ensure that bright minds will continue the efforts to supply clean, safe and reliable energy," said Jeremy Barnhart, Constellation Fuels Engineer 3 and Summer Camp Lead.

PECO The inaugural class of the Pre-Apprentice Helper Program joined PECO in October. After completing 13 weeks of work rotations and instruction, students were then placed in departments across the Gas, Electric, and Transmission and Substations teams, where they received additional instruction from mentors. These 16 pre-apprentices have gained valuable experience including CPR, flagger and fire safety training and many have successfully passed the Construction and Skilled Trade and/or Assistant Mechanic Operator tests and are expected to apply for upcoming apprentice schools.

PHI's Community Scholars PHI partners with local organizations to provide scholarships to students from its service territory who are interested in a career in the energy industry. The program was implemented to not only provide funding for college, but to connect young talent with internship opportunities and create exposure to career possibilities within the Exelon family of companies through virtual learning meetings with volunteers from the company. The Program provides grants to support students as gap funding at The University of the District of Columbia, Montgomery College and Prince George's Community College.



Exelon workforce development programs equip individuals who are 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.

We continued this work in 2021 — offering programs and strengthening partnerships — to ensure that we prepare a skilled, diverse energy workforce, contributing to a stronger industry and further empowering the communities we serve.

- Invested more than \$15 million in 2021 on workforce development, supporting more than 100 workforce development programs across its six utilities and generation business, including Infrastructure Academies that create pathways into utility careers through training programs offered in partnership with other entities
- More than 15,000 people participated in Exelon's various workforce development programs
- Over 400 program participants were hired internally and externally

Exelon's Workforce Development program is based on four pillars and the highlighted activities below supported this work at our Operating Companies in 2021:

> IGNITE

Ignite STEM in young minds through STEM Education and Awareness programs, as well as related educational grants for schools and nonprofits:

 Reached over 25K students through Energizing Student Potential (ESP) program, which infused energy into STEM classrooms across the Exelon footprint.

> ELIMINATE

Eliminate and reduce barriers to economic empowerment by advocating for policies and practices that expand diverse pipelines across regional workforces:

 Provided access to various energy industry-required employment preparation courses, including — technical tests, drivers education, technology, wrap-around services, and interviews.

> EQUIP

Equip work-ready adults and youth for familysupporting careers through various job training and educational programs that create pathways to job opportunities:

 Hosted six Infrastructure Academies at Exelon Utilities resulting in over 350 hires at Exelon and other partner companies.

- Exelon IT continued its partnership with Year Up, a program that provides upskilling and job opportunities, providing more than 50 internships resulting in 17 hires at Exelon and other partner companies.
- Provided internships to more than 60 students and facilitated multiple teacher externship programs focusing on career paths for craft jobs.

> ENGINEER

Engineer new ideas in workforce development and drive positive community impact, develop and leverage best practices, and broadly share our successes:

- Exelon's Workforce Development program
 was awarded the Center for Energy Workforce
 Development (CEWD) Chairman's Award in
 recognition of the company's excellence in
 general workforce development leadership.
- ComEd and Delmarva Power also received CEWD's Community Partner Award in recognition of partnerships with community organizations.
- Exelon IT recognized by Year Up as the Corporate Partner All Star and 2021 Hiring Champion.





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.

2021 DIVERSITY AWARDS:

- > Best Places to Work for People with Disabilities 2021 by Disability:IN and the American Association of People with Disabilities (AAPD)
- > DiversityInc 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



"Constellation's commitment to diversity, equity and inclusion is woven into our purpose. Our ability to accelerate a just transition to affordable clean energy for all starts with our own commitment to a culture of equity and inclusion, where every one of us can reach our highest potential. Attracting, retaining and developing diverse employees that represent the customers

and communities we serve increases our ability to create and advocate for innovative products, policies and programs that lead to cleaner energy generation, reduced air pollution and economic opportunity in underserved communities."

— KATHLEEN BARRÓN, EVP and Chief Strategy Officer, Constellation



A special thanks to those contributors who made this report possible.

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