



exelon<sup>SM</sup>



## Equity in Energy

### Exelon Energy Transformation Centered on Diversity, Equity and Inclusion

As an energy company serving more than 10.5 million customers in many of the country's most populous and diverse cities in America, Exelon is committed to building an equitable future that serves all of our communities. We are a workforce development pioneer, providing thought leadership, championing economic equity, investing with diversity-owned suppliers and partnering with our communities to transform lives.

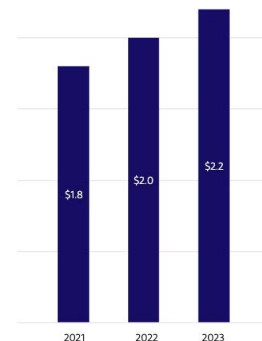


**Supplier Diversity:** Since 2019, spent nearly **\$3.2 billion** with diversity-certified suppliers, representing 39% of our sourced spending

Exelon believes in creating access and opportunity for certified women-owned businesses, minority-owned businesses and other businesses with recognized diversity classifications. These companies provide ever-increasing economic value and innovation. In 2023, Exelon spent nearly **\$2.2 billion** with diverse suppliers, 64 percent of which was with businesses located in our Exelon utility footprints.

In 2023, Exelon's CEO, Calvin Butler signed the Employer Support of the National Guard and Reserve statement of support. We are proud that in 2023, over 5 percent of our total external hires were veterans. Last year, Exelon continued its efforts to support the growth and development of local diverse suppliers in our communities through the Exelon Foundations Program and the Exelon Empowerment Academies.

**Direct Diverse Supplier Spend (billion USD)**

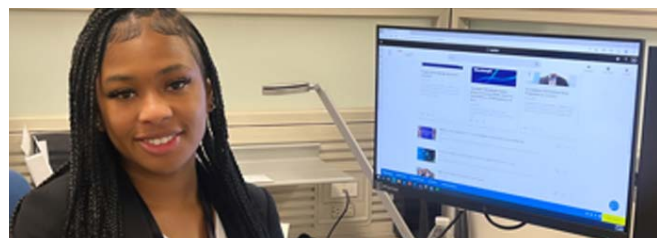


- **The Exelon Foundations Program** is a capacity-building program designed to grow minority businesses in Exelon's footprint through partnership with affiliates of the National Minority Supplier Development Council, including the Eastern Minority Supplier Development Council and the Capital Region Minority Supplier Development Program.
- **The Exelon Empowerment Academies** is an internal diverse supplier development program designed to educate and coach diversity-certified businesses on how to compete for contract opportunities, as well as provide direct access to Exelon leaders who are committed to growing diverse partnerships. Thirty-seven local businesses are



**Exelon Foundation HBCU Corporate Scholars Program: \$2.4 million** in scholarships to 30 college students

Our HBCU Corporate Scholars program, funded by the Exelon Foundation, includes **\$2.4 million** in scholarships, internship experiences and early-career readiness training for **30 students** attending historically Black colleges and universities. The scholarships provide students from our service territories with **\$100,000 — or \$25,000 per year for four years** — and are administered by the United Negro College Fund.



Learn more at [exeloncorp.com](https://exeloncorp.com).





## Exelon's Community Impact Capital Fund: Provides **\$36 million** in investments to support businesses

Many of the communities we serve have disproportionately high unemployment, low-income levels and wealth gaps. To address these concerns, Exelon has launched a Community Impact Capital Fund that will expand access to capital for businesses located in historically disenfranchised or socio-economically disadvantaged communities in Exelon's service areas. Focus areas for fund applicants can include creating and retaining jobs; and creating opportunities in areas such as affordable housing, education, and healthcare, among other community needs.

The fund provides **\$36 million** in investments to support businesses that have faced challenges accessing capital, with estimated loan amounts between \$100,000 and \$600,000, and equity investments of nearly \$2 million. Our goal is to make the investments that will help these businesses, and the communities in which they operate, thrive. This is an evergreen investment with the intent to re-invest the funds back into the community after the initial debt and equity investments have been repaid. Thus far, the fund has invested nearly **\$10 million** in nine businesses including:

- **BGE (\$1M)**
  - Sweeten Enterprise
- **Pepco (\$2.7M)**
  - Gemini Energy Solutions
  - Public Sector Solutions Group (PS2G)
  - CJR Development Partners, LC
  - Escalate
- **PECO (\$250k)**
  - Aging & Diverse Home Healthcare Services



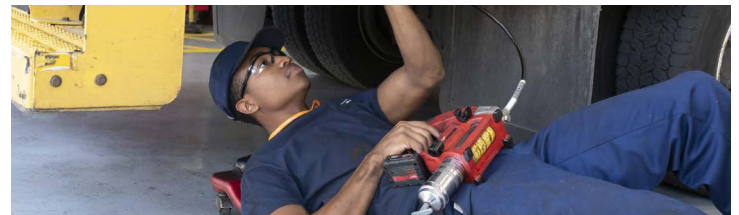
## Workforce Development: Invested nearly **\$18 million** in support of more than **90 workforce development programs**

For many years, our programs have contributed to economic growth in underserved communities and launched rewarding careers for people facing systemic barriers that limited opportunity. Last year, Exelon invested nearly **\$18 million** in support of more than **90 different workforce development programs** across our six utilities to bring economic equity, empowerment and employment opportunity.

Since 2019, when we began to synergize our Workforce Development efforts, nearly 1,800 individuals have been hired into family-sustaining careers (internally and externally, with our contractors of choice) through our job training and other programs.



For the past three years, we were selected by the **Center for Energy Workforce Development (CEWD)** for its highest honor, the Chairman's Award, recognizing Exelon for its excellence in workforce development leadership.



## STEM Academies: Free, weeklong experience for rising junior and senior high school girls from diverse and underrepresented communities has helped **1,240 girls** since its launch in 2018

Investing in our communities is in our DNA and the **Exelon Foundation STEM Academy** is one example of how we are investing in initiatives to support those around us. The Exelon Foundation STEM Academy is designed to give young women in high school hands-on experience in STEM, energy and sustainability. The STEM Academy is a free, weeklong program that introduces young women from diverse and underrepresented communities to careers in STEM. We launched the program in 2018 to provide these teens with invaluable resources, tools and opportunities to strengthen their preparation for future professional STEM careers. This summer, the company held the **seventh annual** academy in Baltimore, Chicago, Philadelphia, and Washington, D.C.



Learn more at [exeloncorp.com](https://exeloncorp.com).

This year, we launched the inaugural **Exelon Foundation Boys to STEM Academy** that brought together rising junior and senior high school boys from each Exelon jurisdiction – northern Illinois, Philadelphia, New Jersey, Delaware, Maryland, and D.C. Just like the Girls Academy, the free, week- long program exposes these students to different opportunities in STEM while getting a taste of life on a college campus.

