



exelonSM

2024

Exelon Philanthropy Report



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2024 Employee Engagement Highlights



56%

of our **20,000 employees** participated in at least one community engagement program – Matching Gifts, Employee Giving Campaign, Volunteerism or Dollars for Doers.



8,172

employee volunteers logged **154,120 hours** in service to **2,400** non-profit organizations.



\$613,000

redeemed through Dollars for Doers, which awards employee volunteers with \$250 grants for every 10 hours logged, up to \$750 annually.



\$9.6 million

\$5.6 million of personal employee donations translates to **\$9.6 million** thanks to the matches provided through the Exelon Foundation Employee Giving Campaign and Matching Gifts programs.



524
Rockstars!

524 employees earned Rockstar status by taking part in all our programs!



2024 Employee Engagement Highlights



\$105,000

contributed to 21 non-profits honoring **21 Exelon Volunteer Award** winners. These employees go above and beyond for their communities by volunteering over 35 hours and are selected by a panel of non-profit partners to receive \$5,000 for their nominated non-profit in honor of their commitment.



1,001

random acts of kindness were committed during February's **Valentines to the Community** campaign! Employees shared kind acts and inspiration on a company-wide Kudoboard. To celebrate our employees' random kindness, Exelon donated \$10,000 to Feeding America.



\$100,000

in donations and Dollars for Doers rewards recorded on Exelon's second annual **Plug It In Day**, a one-day mobilization in honor of Giving Tuesday, which encourages employees to log donations and volunteer hours into our Powering Communities platform so they can take advantage of our Matching Gifts and Dollars for Doers programs.



371

volunteer events packed into Exelon's celebration of **National Volunteer Month**. Traditionally celebrated as a week in April, Exelon's events quickly expanded into a month-long salute to our communities with **3,856** employees logging **19,590** hours in April, alone.



Exelon Philanthropy At a Glance

Total community investment

\$38,017,820

Exelon Family of Companies*

\$25,640,433

*In 2023, Exelon was proud to have the resources to provide advance funding for multi-year commitments to non-profit organizations for programs and initiatives, **totaling \$21.2M** through 2026, largely in Pennsylvania. As a result of these one-time actions, our 2023 charitable giving was significantly higher than in 2022 and will appear lower in 2024 through 2026.

Exelon Foundation

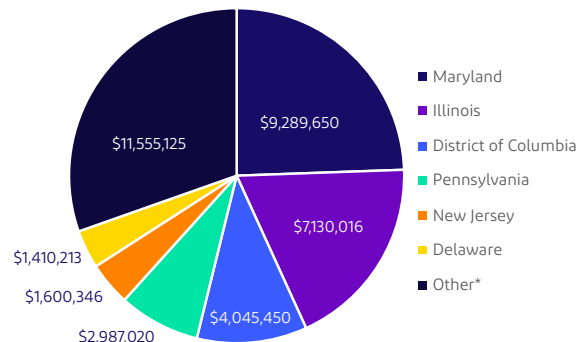
\$12,377,387

Multi-faceted Data



39%

of grant organizations receive multi-faceted support, including employee contributions and/or volunteer time.



Operating companies contribute to organizations across state lines.

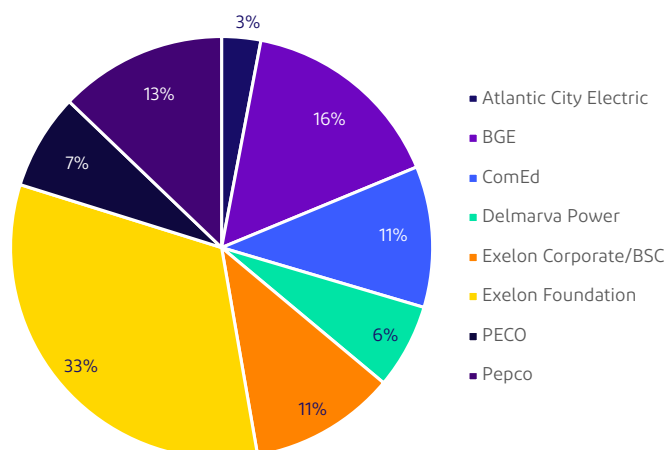
*Other includes contributions that impact multiple geographic areas including several programs like STEM Academies and scholarships, along with \$5M in employee engagement through Matching Gifts, Dollars for Doers and Employee Giving Campaign payments, along with grants in the following states: Alabama, Arkansas, California, Colorado, Florida, Georgia, Iowa, Kentucky, Massachusetts, Michigan, Minnesota, Nebraska, New York, Ohio, Texas, and Wisconsin.

Philanthropy in Focus

2024 Contributions by Operating Company

In 2024, the Exelon family of companies and Exelon Foundation provided \$38,017,820 in grants to non-profit organizations.

Operating Company	2024	2023
Atlantic City Electric	\$1,137,017	\$1,803,744
BGE	\$5,997,858	\$5,400,925
ComEd	\$4,108,579	\$6,125,800
Delmarva Power	\$2,470,359	\$2,385,736
Exelon Corporate/BSC	\$4,255,340	\$3,894,390
Exelon Foundation	\$12,377,387	\$11,308,455
PECO	\$2,789,520	\$23,238,786
Pepco	\$4,881,760	\$4,401,794
PHI Community Foundation	-	\$448,600
Grand Total	\$38,017,820	\$59,008,229



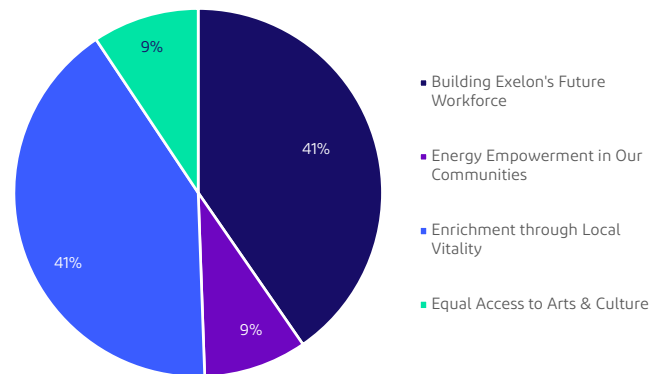
Multi-Year Grant Payments

Seventy grants were awarded to partner organizations as advanced payment in 2023 to support programs that span multiple years, in our PECO service territory (see pages 22-24, for organization details).

Operating Company	Organizations	2023	2024	2025	2026	Total
PECO	70	\$5,782,000	\$4,882,000	\$4,825,000	\$4,825,000	\$20,314,000

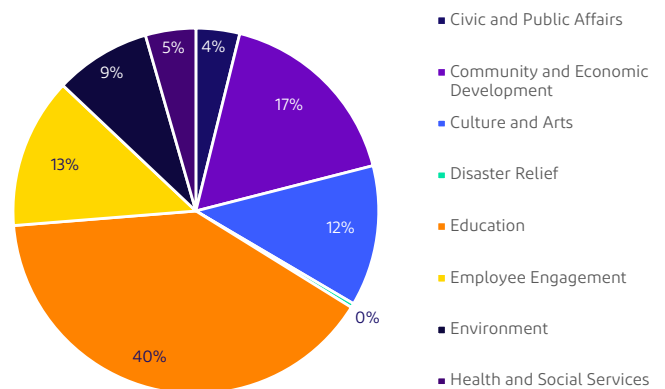
2024 Contributions by Focus Area table

Strategic Focus Area	2024
Building Exelon's Future Workforce	\$15,350,011
Energy Empowerment in Our Communities	\$3,443,868
Enrichment through Local Vitality	\$15,667,017
Equal Access to Arts & Culture	\$3,556,924
Grand Total	\$38,017,820



2024 Contributions by Program Area

Program Area	2024
Civic and Public Affairs	\$1,470,185
Community and Economic Development	\$6,518,221
Culture and Arts	\$4,732,424
Disaster Relief	\$143,200
Education	\$15,167,011
Employee Engagement	\$5,062,205
Environment	\$3,233,018
Health and Social Services	\$1,691,556
Total	\$38,017,820



Program areas outlined are from CECP (Chief Executives for Corporate Purpose) Giving in Numbers report, which is standard for corporate philanthropy.

Strategic Focus Areas

Building Exelon's Future Workforce

330 grants

Exelon funds organizations, institutions, and programs that offer science, technology, engineering, and math (STEM) education and enrichment opportunities for students; scholarship and mentoring support to increase the number of students graduating with college degrees in STEM fields, STEM career and technical education, occupational skills training programs for older youth and adults, and assistance to remove barriers to employment.

\$15,350,011

Building Exelon's Future Workforce

\$15,350,011

Atlantic City Electric	\$ 272,801
BGE	\$2,015,640
ComEd	\$1,157,555
Delmarva Power	\$1,725,240
Exelon Corporate/BSC	\$1,208,500
Exelon Foundation	\$5,649,545
PECO	\$923,480
Pepco	\$2,397,250

Community Spotlight

CollegeBound Foundation Inc.'s Summer Externship Experience (SEE)

CollegeBound Foundation has been helping Baltimore City students achieve their college dreams since 1988. BGE proudly supports the Sophomore Externship Experience by providing college students with career and professional development and hands-on experience, enhancing their competitiveness for future career opportunities.



Strategic Focus Areas

Energy Empowerment in Our Communities

184 grants

Exelon funds organizations and programs that improve the quality of our environment; promote environmental education, conservation, and preservation; develop cleaner sources of energy; protect endangered species; and beautify neighborhoods.

\$3,443,868

Energy Empowerment in Our Communities

\$3,443,868

Atlantic City Electric	\$281,750
BGE	\$795,818
ComEd	\$448,073
Delmarva Power	\$124,100
Exelon Corporate/BSC	\$60,000
Exelon Foundation	\$1,054,027
PECO	\$176,600
Pepco	\$503,500

Community Spotlight

Montgomery County Public Schools Resilience, Education, Action, Climate Habitat (REACH) Program

The Montgomery County Public Schools (MCPS) Resilience, Education, Action, Climate, Habitat (REACH) initiative promotes climate resilience and expands STEM learning opportunities for students by transforming school grounds into multifunctional greenspaces. The first REACH hub is located at A. Mario Loiederman Middle School, and involves nature-based solutions, food production, and climate education. This project engages 2,500 students across 10 schools.



Strategic Focus Areas

Enrichment Through Local Vitality

1,099 grants

Exelon funds a broad range of organizations and institutions that create local employment opportunities, support families, foster resilience, and strengthen communities. Our employees leverage Dollars for Doers and Matching Gifts to deepen the impact of their contributions of time and treasure to thousands of local non-profit organizations.

\$15,667,017

Community Spotlight Erie Neighborhood House

Erie Neighborhood House started as a settlement house for Chicago's immigrant and low-income communities in 1870. It has since evolved to offer diverse programs and services, including resources for children and youth, adult education and training, legal services, and community wellness. Employees volunteer at Erie House throughout the year, including during National Volunteer Month in April and Erie's annual Holiday with Hearts celebration.

Enrichment through Local Vitality	\$15,667,017
Atlantic City Electric	\$529,216
BGE	\$2,142,400
ComEd	\$1,742,827
Delmarva Power	\$584,419
Exelon Corporate/BSC	\$2,382,840
Exelon Foundation	\$5,673,815
PECO	\$1,060,490
Pepco	\$1,551,010



Strategic Focus Areas

Equal Access to Arts and Culture

205 grants

Exelon funds cultural institutions with broad public exposure and programs designed to make arts and culture more accessible to a wider and more diverse audience. Exelon believes that our lives are enriched, and our communities are strengthened through individual interactions and collective experiences with the arts.

\$3,556,924

Community Spotlight Opera Philadelphia

Opera Philadelphia offers engaging education and community-building programs that expands the perspective of over 3,000 youth on arts and opera. Opera Philadelphia collaborates with local youth-based non-profit organizations to develop their participants' creative talents, connect them to the broader cultural community, and deepen their ties to the city as a whole.

Equal Access to Arts & Culture	3,556,924
Atlantic City Electric	\$53,250
BGE	\$1,044,000
ComEd	\$760,124
Delmarva Power	\$36,600
Exelon Corporate/BSC	\$604,000
PECO	\$628,950
Pepco	\$430,000



Exelon Foundation

44 Grants - \$12,377,387

Exelon Foundation	\$12,377,387
Building Exelon's Future Workforce	\$5,649,545
Energy Empowerment in Our Communities	\$1,054,027
Enrichment through Local Vitality	\$5,673,815

Founded in 2008, the Exelon Foundation is an independent, non-profit philanthropic organization funded solely by Exelon Corporation through shareholder dollars. The Foundation strengthens the community's social and economic well-being by supporting three program areas.

Employee Engagement

Proudly supporting Exelon employees by matching personal donations through the Exelon Foundation Employee Giving Campaign and Matching Gifts programs, as well as providing Dollars for Doers grants in honor of employees' volunteer service.

Environment through Climate Change Investment Initiative (2c2i)

Through the combined resources of Exelon Foundation (\$10 million equity investment commitment) and Exelon Corporation (up to \$10 million in-kind service commitment), 2c2i supports innovative start-ups that catalyze solutions to climate change challenges within Exelon's major market areas.

Energy Education and Workforce Development

Powering a better future starts with empowering young people with the knowledge and resources needed to help fuel their dreams and curiosity about science, technology, engineering, and mathematics. The Exelon Foundation invests in our future workforce through several programs including our girls

STEM Academy, Boys to STEM Academy, the Chris Crane Memorial Scholarships and most recently our partnership with the Cal Ripken, Sr. Foundation.

Community Spotlight Cal Ripken, Sr. Foundation

The Exelon Foundation launched a three-year partnership with the Cal Ripken, Sr. Foundation to develop 81 STEM centers within schools and organizations that serve elementary and middle school students in Delaware, Washington, D.C., Illinois, Maryland, New Jersey, and Pennsylvania. The first 27 opened in 2024, with the remaining to open over 2025 and 2026.



Inaugural Boys to STEM Academy

Launched in 2024, the Boys to STEM Academy brings together STEM exploration through interactive hands-on activities, field trips to Exelon worksites, career panels with employees, and leadership development training. Sixty young men from Exelon's service territories participated in the inaugural Boys to STEM Academy, learning from professionals working in STEM careers and other leaders by exploring sustainability, energy efficiency, renewable energy, and climate change. They also connected with like-minded peers while working on a team-based real-world energy challenge.

“The Boys to STEM Academy changed the way I view the world around me. The experience of combating a real-world energy industry challenge made my team feel like we were truly contributing to something bigger than ourselves. It gave me a deeper understanding of how engineers can drive positive change in our society.”

– Tyler Washington,
2024 Boys to STEM Academy Participant.

“The Boys to STEM Academy didn't just teach me about science and engineering; it taught me about myself. Through every project and challenge, I discovered new strengths and interests that I never knew I had. This experience is just the start of my career, and I can't wait to see where this journey takes me next.”

– Silas Griffin,
2024 Boys to STEM Academy Participant



Girls STEM Academy

The 7th annual Exelon Foundation STEM Academy engaged 240 young women from Exelon's service territories: Chicago, Philadelphia, Washington, D.C., and new this year, a Baltimore area Academy. The STEM Academies bring together STEM exploration through interactive hands-on activities, field trips to Exelon worksites, career panels with employees, and leadership development training. At the conclusion of the 2024 summer STEM Academies, over 1,200 young women have taken part in the program since its inception.



Chris Crane Memorial Scholarship

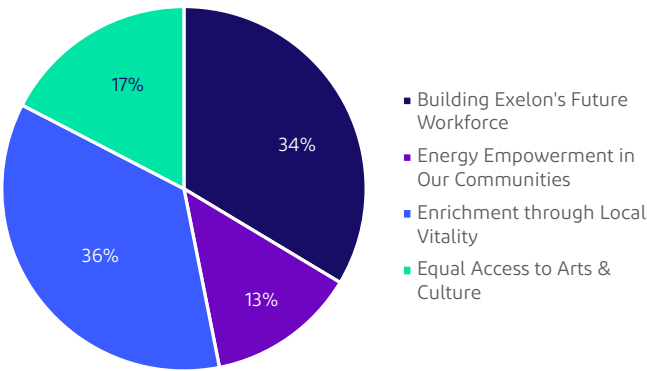
Renamed in 2024, the scholarship for selected alumnae pursuing degrees in engineering, finance, business, or information technology covers all tuition, room and board, and other expenses for four years. Among the first cohort of scholars, six are in their final year of college, including Danielle Thompson, who has accepted a full-time position with Pepco and will begin her role as an Associate Engineer in June 2025.



BGE

292 Grants - \$5,997,858

Strategic Focus Area	Amount
Building Exelon's Future Workforce	\$2,015,640
Energy Empowerment in Our Communities	\$795,818
Enrichment through Local Vitality	\$2,142,400
Equal Access to Arts & Culture	\$1,044,000



Employee Engagement

\$1,177,091

Contributed to non-profits

30,658

Hours volunteered

Powering Communities Program	Amount
Employee Giving Campaign	\$517,459
Matching Gifts	\$395,382
Dollars for Doers	\$264,250

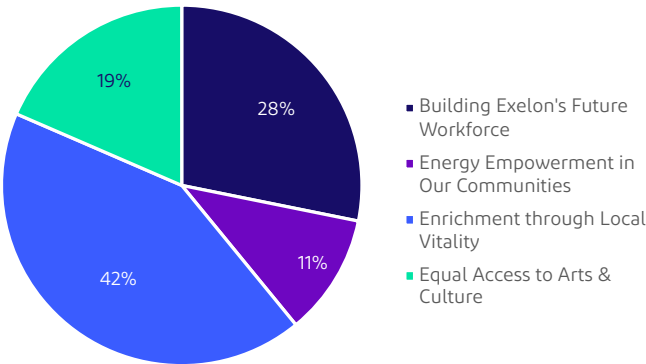
Report totals reflect the engagement of active employees as of December 31, 2024.



ComEd

336 Grants - \$4,108,579

Strategic Focus Area	Amount
Building Exelon's Future Workforce	\$1,157,555
Energy Empowerment in Our Communities	\$448,073
Enrichment through Local Vitality	\$1,742,827
Equal Access to Arts & Culture	\$760,124



Employee Engagement

\$1,792,488

Contributed to non-profits

24,032

Hours volunteered

Powering Communities Program	Amount
Employee Giving Campaign	\$966,820
Matching Gifts	\$570,919
Dollars for Doers	\$254,750

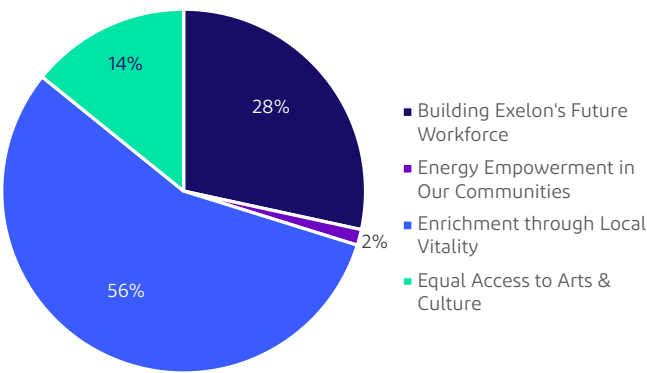
Report totals reflect the engagement of active employees as of December 31, 2024.



Exelon BSC

187 Grants - \$4,255,340

Strategic Focus Area	Amount
Building Exelon's Future Workforce	\$1,208,500
Energy Empowerment in Our Communities	\$60,000
Enrichment through Local Vitality	\$2,382,840
Equal Access to Arts & Culture	\$604,000



Employee Engagement

\$1,633,090

Contributed to non-profits

34,759

Hours volunteered

Powering Communities Program	Amount
Employee Giving Campaign	\$578,016
Matching Gifts	\$702,574
Dollars for Doers	\$352,500

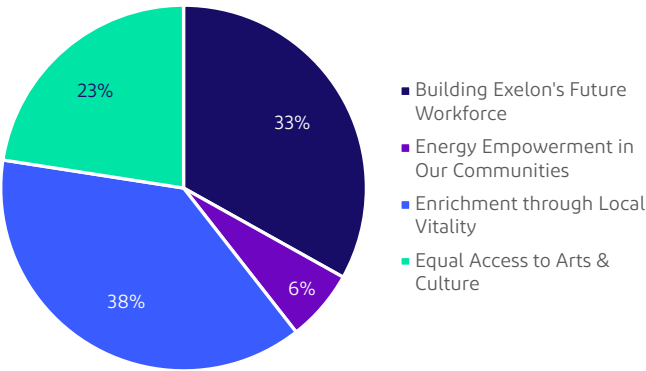
Report totals reflect the engagement of active employees as of December 31, 2024.



PECO

430 Grants - \$2,789,520

Strategic Focus Area	Amount
Building Exelon's Future Workforce	\$923,480
Energy Empowerment in Our Communities	\$176,600
Enrichment through Local Vitality	\$1,060,490
Equal Access to Arts & Culture	\$628,950



Employee Engagement

\$931,425

Contributed to non-profits

22,561

Hours volunteered

Powering Communities Program	Amount
Employee Giving Campaign	\$519,648
Matching Gifts	\$212,276
Dollars for Doers	\$199,500

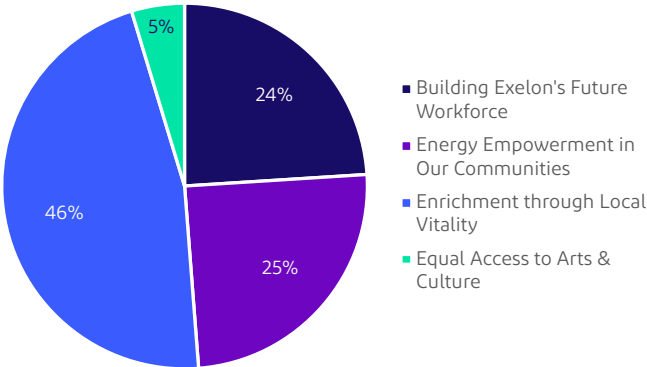
Report totals reflect the engagement of active employees as of December 31, 2024.



Atlantic City Electric

155 Grants - \$1,137,017

Strategic Focus Area	Amount
Building Exelon's Future Workforce	\$272,801
Energy Empowerment in Our Communities	\$281,750
Enrichment through Local Vitality	\$529,216
Equal Access to Arts & Culture	\$53,250



Employee Engagement

\$291,820

Contributed to non-profits

11,415

Hours volunteered

Powering Communities Program	Amount
Employee Giving Campaign	\$110,261
Matching Gifts	\$85,318
Dollars for Doers	\$96,250

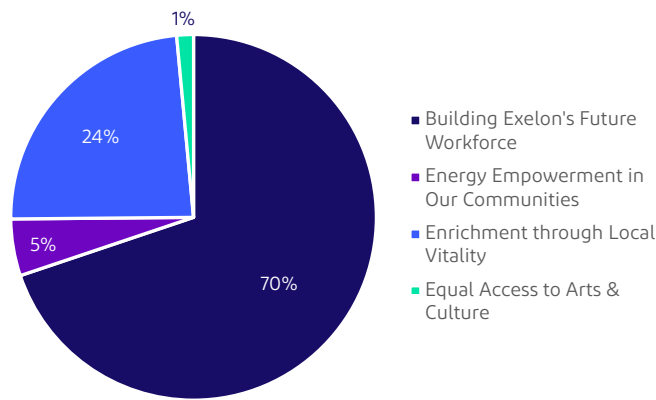
Report totals reflect the engagement of active employees as of December 31, 2024.



Delmarva Power

157 Grants - \$2,470,359

Strategic Focus Area	Amount
Building Exelon's Future Workforce	\$1,725,240
Energy Empowerment in Our Communities	\$124,100
Enrichment through Local Vitality	\$584,419
Equal Access to Arts & Culture	\$36,600



Employee Engagement

\$465,567

Contributed to non-profits

20,364

Hours volunteered

Powering Communities Program	Amount
Employee Giving Campaign	\$184,366
Matching Gifts	\$102,701
Dollars for Doers	\$178,500

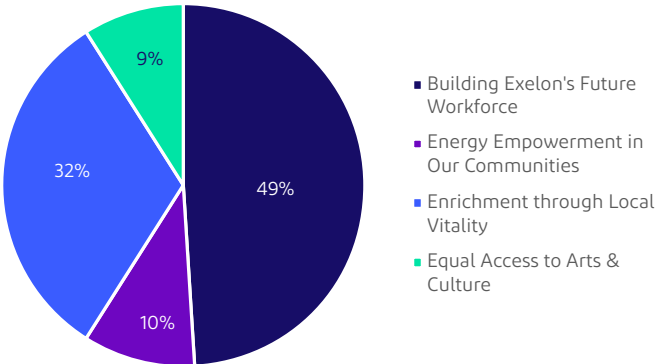
Report totals reflect the engagement of active employees as of December 31, 2024.



Pepco

213 Grants - \$4,881,760

Strategic Focus Area	Amount
Building Exelon's Future Workforce	\$2,397,250
Energy Empowerment in Our Communities	\$503,500
Enrichment through Local Vitality	\$1,551,010
Equal Access to Arts & Culture	\$430,000



Employee Engagement

\$345,677

Contributed to non-profits

10,174

Hours volunteered

Powering Communities Program	Amount
Employee Giving Campaign	\$176,669
Matching Gifts	\$76,008
Dollars for Doers	\$93,000

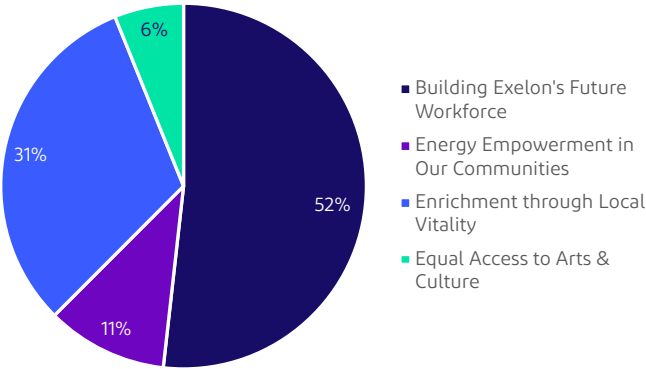
Report totals reflect the engagement of active employees as of December 31, 2024.



PHI

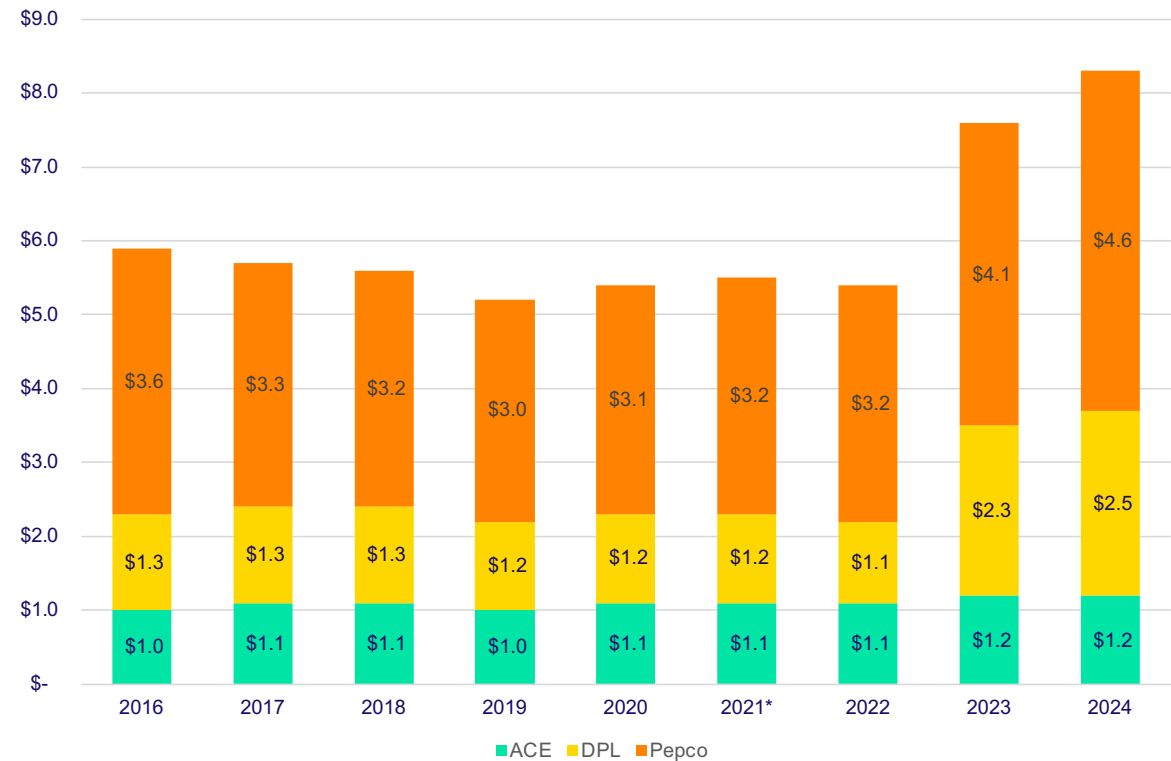
525 Grants - \$8,489,136

Strategic Focus Area	Amount
Building Exelon's Future Workforce	\$4,395,291
Energy Empowerment in Our Communities	\$909,350
Enrichment through Local Vitality	\$2,664,645
Equal Access to Arts & Culture	\$519,850



PHI Commitment Progress

2016-2024



*Previous reports reflected a higher 2021 spend, the revision is included here.

- \$50 million over 10 years in Atlantic City Electric, Delmarva Power, and Pepco service areas.
- Over \$54M spent through 2024.
- In 2024, the company contributed \$8.3 million in PHI service areas.
- Beginning in 2023, HBCU/Community Scholars' grants and Corporate Relations contributions are included in the report for our merger commitment.
- PHI also provided \$121,500 of in-kind contributions.
- Exelon provided \$378K in grants in the service area.

Appendix: PECO Paid Multi-Year Grants

70 Grants - \$20,314,000

Organization	2023	2024	2025	2026	Total
ACHIEVEability	25,000	25,000	25,000	25,000	100,000
American Red Cross	45,000	45,000	45,000	45,000	180,000
Anti-Defamation League	20,000	20,000	20,000	20,000	80,000
Arbor Day Foundation	50,000	50,000	50,000	50,000	200,000
Asociacion Puertorriquenos En Marcha Inc.	25,000	25,000	25,000	25,000	100,000
Barnes Foundation	200,000	200,000	200,000	200,000	800,000
Beyond Literacy	65,000	65,000	65,000	65,000	260,000
Boy Scouts of America	35,000	35,000	35,000	35,000	140,000
Boys & Girls Clubs of Philadelphia, Inc.	20,000	20,000	20,000	20,000	80,000
Brandywine Conservancy & Museum Of Art	25,000	25,000	25,000	25,000	100,000
Camphill Special School	30,000	30,000	30,000	30,000	120,000
Chester County Historical Society	20,000	20,000	20,000	20,000	80,000
Cheyney Foundation	25,000	25,000	25,000	25,000	100,000
Congreso de Latinos Unidos Inc.	25,000	25,000	25,000	25,000	100,000
Council of Spanish Speaking Organizations, Inc.	20,000	20,000	20,000	20,000	80,000
Cradles to Crayons	60,000	60,000	60,000	60,000	240,000
Delaware River Waterfront Corporation	95,000	95,000	95,000	95,000	380,000
Drexel University	250,000	0	0	0	250,000
Energy Coordinating Agency of Philadelphia Inc.	30,000	30,000	30,000	30,000	120,000
Fairmount Park Conservancy	20,000	20,000	20,000	20,000	80,000
Franklin Institute	0	350,000	350,000	350,000	1,050,000
FringeArts	30,000	30,000	30,000	30,000	120,000
Girl Scouts of Eastern Pennsylvania, Inc.	35,000	35,000	35,000	35,000	140,000

PECO Paid Multi-Year Grants

70 Grants - \$20,314,000

Organization	2023	2024	2025	2026	Total
Greater Philadelphia Cultural Alliance	45,000	45,000	45,000	45,000	180,000
Historic Philadelphia Inc.	150,000	150,000	150,000	150,000	600,000
Kimmel Center Inc.	75,000	75,000	75,000	75,000	300,000
Lincoln University Foundation of PA	25,000	25,000	25,000	25,000	100,000
Mann Center for the Performing Arts	95,000	95,000	95,000	95,000	380,000
Metropolitan Area Neighborhood Nutrition Alliance (Manna)	20,000	20,000	20,000	20,000	80,000
Mid-Atlantic Arts Foundation Inc.	25,000	25,000	25,000	25,000	100,000
Museum of the American Revolution Museum	30,000	30,000	30,000	30,000	120,000
National Constitution Center	30,000	30,000	30,000	30,000	120,000
National Energy Education Development Project Inc.	100,000	100,000	100,000	100,000	400,000
Natural Lands Trust	50,000	50,000	50,000	50,000	200,000
Natural Lands Trust	160,000	160,000	160,000	160,000	640,000
Opportunities Industrialization Center Inc.	100,000	100,000	100,000	100,000	400,000
Pennsylvania Ballet Association	20,000	20,000	20,000	20,000	80,000
Pennsylvania Conference for Women	50,000	50,000	50,000	50,000	200,000
Pennsylvania Horticultural Society	200,000	200,000	200,000	200,000	600,000
Peoples Light & Theatre	25,000	25,000	25,000	25,000	100,000
Philadelphia Freedom Valley YMCA	25,000	25,000	25,000	25,000	100,000
Philadelphia Futures - Heights Philadelphia	20,000	20,000	20,000	20,000	80,000
Philadelphia Green Capital Corporation	100,000	100,000	100,000	100,000	400,000
Philadelphia Mural Arts Advocates	30,000	30,000	30,000	30,000	120,000
Philadelphia Orchestra Association	80,000	80,000	80,000	80,000	320,000
Philadelphia Soccer 2026	250,000	250,000	250,000	250,000	1,000,000
Philadelphia Youth Network Inc.	20,000	20,000	20,000	20,000	80,000

PECO Paid Multi-Year Grants

70 Grants - \$20,314,000

Organization	2023	2024	2025	2026	Total
Please Touch Museum	25,000	25,000	25,000	25,000	100,000
Police Athletic League of Philadelphia	35,000	35,000	35,000	35,000	140,000
Project Home	95,000	95,000	95,000	95,000	380,000
Teach for America	25,000	25,000	25,000	25,000	100,000
Temple University	25,000	25,000	25,000	25,000	100,000
The African American Museum in Philadelphia	65,000	65,000	65,000	65,000	260,000
The Chamber of Commerce for Greater Philadelphia	262,000	262,000	205,000	205,000	934,000
The Free Library of Philadelphia Foundation	75,000	75,000	75,000	75,000	300,000
The Philadelphia Academies, Inc.	150,000	150,000	150,000	150,000	600,000
The Philadelphia Academies, Inc.	25,000	25,000	25,000	25,000	100,000
United Negro College Fund Inc.	25,000	25,000	25,000	25,000	100,000
United Way of Greater Philadelphia & Southern New Jersey	350,000	350,000	350,000	350,000	1,400,000
University City Science Center	20,000	20,000	20,000	20,000	80,000
Urban Affairs Coalition	110,000	110,000	110,000	110,000	440,000
Urban Affairs Coalition/ Hire Philly!	35,000	35,000	35,000	35,000	140,000
Urban League of Philadelphia	100,000	100,000	100,000	100,000	400,000
Welcome America, Inc.	35,000	35,000	35,000	35,000	140,000
WHYY Inc.	75,000	75,000	75,000	75,000	300,000
Widener University	25,000	25,000	25,000	25,000	100,000
Widener University	25,000	25,000	25,000	25,000	100,000
Williamson College of the Trades	25,000	25,000	25,000	25,000	100,000
Zoological Society of Philadelphia	300,000	300,000	300,000	300,000	1,200,000
Philadelphia Foundation (Budget Incremental)	1,000,000	0	0	0	1,000,000
Total	5,782,000	4,882,000	4,825,000	4,825,000	20,314,000