



# Inclusion Impact Report 2024

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# Introduction

**We believe a workforce that reflects the diverse communities we serve and fosters inclusion among all employees can drive performance and help us meet the needs of our customers and communities. Exelon and our six local energy companies Atlantic City Electric, Baltimore Gas and Electric (BGE), ComEd, Delmarva Power, PECO, and Pepco—work to advance this belief within our company and our communities.**



Guided by five central pillars—diverse workforce, inclusive workplace, community partnerships, diverse business empowerment, and thought leadership—this work plays a pivotal role in our mission to provide safe, reliable, and affordable energy to our customers.

This annual report summarizes our impact in 2024 and demonstrates our continued commitment to meet the needs of our employees and customers. Highlights from the past year include:

- **Invested over \$26 million in industry-leading workforce development programs:** Delivered positive impact in the communities where we live, serve and work, equipping community members for family-supporting jobs.
- **Evolved our 10 Employee Resource Groups (ERGs):** Open to all employees, our ERGs engaged more than 10 thousand employees across 42 chapters through over eight hundred events and programs.

- **Deployed \$16 million through our Community Impact Capital Fund (CICF):** We have supported 16 businesses through Exelon's CICF, which is designed to provide economic opportunities to businesses in the communities that we serve.
- **Expanded inclusive leadership programs to 117 Exelon leaders:** Our programs strengthen leadership skills, navigate complex conversations, understand cultural impacts, reflect on and challenge assumptions, and more.
- **Advanced our commitment to economic inclusion through our value chain while supporting our continued business growth:** More than \$1 billion of Exelon's direct spend was with businesses located in our Exelon utility footprints.

Our success as a corporation and as a community partner is built upon our belief that we must approach every aspect of our work with the needs of our customers and communities at the forefront. We continue to maintain this focus as it allows us to continue to innovate, grow, and meet the needs of our employees, customers, and community.





**“Our commitment to inclusivity is more than a policy—it’s a core value that shapes our culture and operations. This Inclusion Impact Report reflects our ongoing efforts to build a workplace where every employee feels valued and empowered.”**

**Denise Galambos**

Senior Vice President,  
Chief People & Equity  
Officer, Exelon Corporation



**“At Exelon we believe our people power our performance. We are committed to delivering a premier talent experience beginning with the recruiting process, onboarding, learning, and distinctive development opportunities. We actively work to ensure our talent feels engaged, valued, and heard at every stage of the employee lifecycle so that we can continue to innovate, grow and meet the needs of our customers.”**

**Marvin Mendoza**

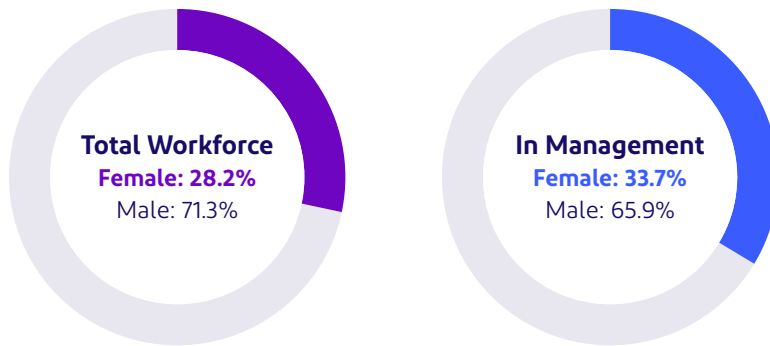
Vice President of  
Talent, Learning, and  
DEI, Exelon Corporation



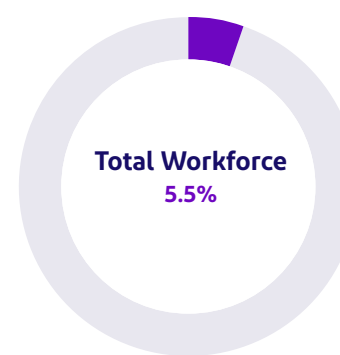
# 2024 in Review

## 2024 Workforce Snapshot<sup>[1][2]</sup>

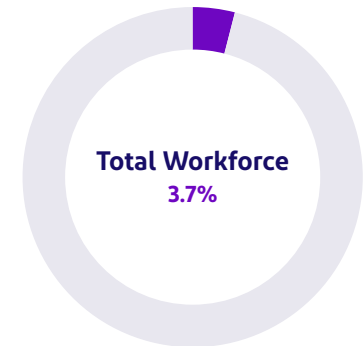
### Gender Diversity



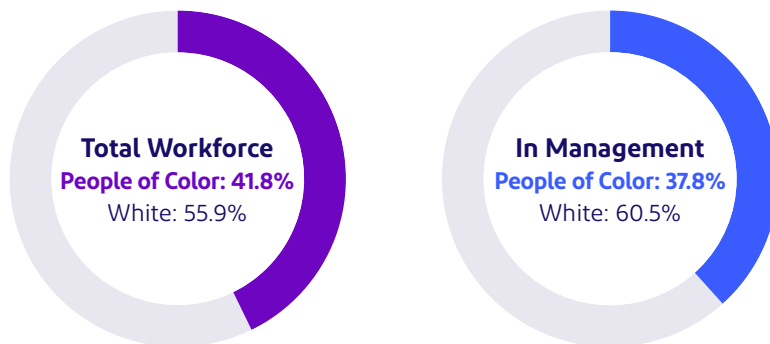
### Veteran Representation



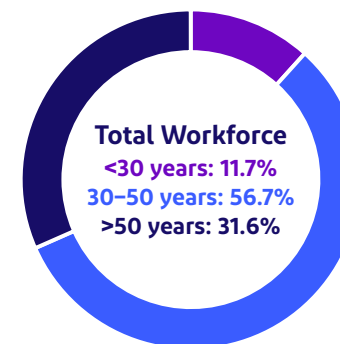
### Disability Representation



### Racial and Ethnic Diversity



### Age Representation



[1] All statistics are as of 12/31/24. Information about gender, race or ethnicity, veteran-status, and disability is self-identified by employees. For more information, please see the company's Equal Employment Opportunity (EEO-1) Reports posted on [exeloncorp.com](https://www.exeloncorp.com). "Management" is defined as executives, senior level officials, managers, and employees who have direct reports and/or supervisory responsibilities.

[2] Breakdown totals may add up to less than 100 percent due to a small portion of employees who have opted not to disclose race/ethnicity or gender data.





## 2024 Recognitions

In 2024, Exelon's efforts and impact were acknowledged. We are pleased to be:

- Recognized on the **Military Times' Best for Vets 2024 Employers list**. The Best for Vets Employers list is an annual ranking of the country's best employers and organizations with military-connected employment programs, benefits and support efforts.
- Honored for three years in a row by the **Center for Energy Workforce Development**; in 2024, PECO's workforce development team received the Center for Energy Workforce Development's Community Partnership Award, which recognizes a company for developing unique connections in the local community with educators, minority-facing organizations, workforce systems, or other groups.
- Included in **Disability Equality Index Best Places to Work for People with Disabilities (2024)**. The nation's leading disability benchmarking tool focuses on companies who advance disability inclusion as a business imperative.
- Awarded a score of **100 on the Human Rights Campaign Foundation's (HRCF) 2025 Corporate Equality Index**, a benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. Exelon joins the 765 U.S. businesses that will be honored with HRCF's Equality 100 Award as leaders in LGBTQ+ workplace inclusion.
- Recognized in **JUST Capital's 2024 Rankings of America's Most JUST Companies**. Each year, JUST Capital ranks the largest U.S.-based corporations based on polling what the American public most prioritizes when it comes to just business behavior.

## External Partnerships

To broaden our impact, Exelon maintained strong relationships with the following partners in 2024:

- [ASCEND](#)
- [Catalyst](#)
- [Disability:IN](#)
- [Executive Leadership Council](#)
- [Human Rights Campaign](#)
- [Meltzer Center for Diversity, Inclusion, and Belonging](#)
- [National Organization on Disability](#)
- [Out & Equal](#)
- [Tanenbaum Center for Interreligious Understanding](#)



# Our Commitment

Exelon serves communities across our territories that are rich in diversity—in race, ethnicity, gender, sexual orientation, gender identity, disability, religious affiliation, experience, and perspective. At Exelon, we know that a workforce—when comprised of employees with varying backgrounds and experiences who feel engaged and valued—drives performance and helps us meet the needs of the customers and communities we have the privilege to serve. Our program builds upon five central pillars to guide our continued work.

**“Our commitment to inclusive practices is embedded in every facet of our business—not only as a change driver but as a business driver as well. By focusing on workforce diversity, supplier inclusion, and community engagement, we strengthen long-term business success. We have seen that companies with diverse leadership teams, such as ours, are more likely to outperform their peers. Internally, our inclusive culture fosters high performance and an agility in adapting to industry challenges. Externally, it enhances customer satisfaction, trust, and engagement, all leading to better business outcomes.”**

**Calvin Butler**

President and Chief Executive Officer, Exelon Corporation



## Diverse Workforce

Attracting, retaining, and advancing employees of all backgrounds that reflect our marketplace and communities.



## Inclusive Workplace

Fostering an environment where all employees are engaged, feel a sense of belonging, and can pursue their full potential.



## Community Partnerships

Ensuring that Exelon leadership has a significant reach and visible presence in a strategic core group of community-based organizations.



## Diverse Business Empowerment

Providing opportunities to compete to a diverse range of suppliers, vendors, and service providers.



## Thought Leadership

Sharing our practices and commitment with employees, customers, and communities to influence and impact the energy industry and beyond.



We hold all Exelon employees to the highest standards, including expectations on fostering a culture where all employees are engaged, feel a sense of belonging, and can pursue their full potential. Exelon and our operating companies work to equip employees with the knowledge and tools to establish and maintain an inclusive workplace culture.

All employees have one-click access through a dedicated intranet site to tools and educational materials that help them expand their capabilities to contribute to an inclusive workplace culture. This internal website provides information on partner organizations, ERGs, event calendars, toolkits, articles, and webinars.

# 100%

of employees have one-click access through a dedicated intranet site to tools and educational materials that help them expand their inclusive leadership capabilities



Since 2020, the company has convened a council of senior leaders from across Exelon and our six local energy companies to facilitate efforts in six key areas:

- Culture and Accountability
- Customers
- Community Empowerment
- Policy Reform
- Workforce Development
- Climate and Environmental Justice

The work of the council advances progress in these critical areas by sharing best practices that can be scaled and replicated across the organization.

**“Exelon celebrates our business partners who exemplify leadership in inclusion within their company and in the communities they serve. By recognizing these companies, we not only honor their commitment, but also inspire others to integrate this approach into their operations, fostering a more inclusive business environment.”**

### Jeanne Jones

Executive Vice President and Chief Financial Officer, Exelon Corporation



### Commitment in Action

## Exelon Recognizes Our Business Partners

Exelon and our six local energy companies are proud to continue our longstanding work creating equity for our employees and the communities we serve. Through our bi-annual partner recognition program, we recognize companies who are working toward similar goals, including in industries such as banking, insurance, legal, professional services, investments, and information technology (IT). In 2024, Exelon recognized 23 companies.

We are proud to work with all the businesses that have created a positive impact, both internally in their operations and externally with the customers and communities they reach. We believe that enabling a business culture that is intentional about understanding and meeting the needs of its employees, customers, and communities advances meaningful partnerships and drives innovative solutions.



# Building Our Workforce

## Attracting Talent

Our commitment and intentional efforts to attract, develop, and retain a skilled energy workforce gives us a competitive advantage. To meet the growing needs of the energy industry, we utilize a broad talent pool to identify highly competitive talent with a wide range of experiences and expertise.

Our inclusive hiring practices, such as working to mitigate bias in job descriptions and recruiting from a broad range of job fairs, are integral to our recruiting strategy.



### Commitment in Action

## Expanding Our Talent Pipeline Through Veteran and Disability Inclusion Strategies

In 2024, we focused on expanding our talent pipeline through veteran outreach and disability inclusion strategies. Our CEO signed the Employer Support of the National Guard and Reserve statement of support in 2023, demonstrating our commitment to hiring those who have served in the military and supporting military families. We continued to advance this commitment in 2024 through the launch of a new Military Careers site which allows veterans to search for jobs that match their military job titles. In addition, we launched the military talent network, deepened the partnership with our Exelon Military Actively Connected (EMAC) ERG, and continued attending military-focused events and partnering with military organizations to promote our career opportunities. We are proud that in 2024, over five percent of our total external hires were veterans.

Our disability inclusion strategy comprises three key elements: promoting Exelon's open jobs, increasing brand recognition, and creating and supporting a disability-inclusive culture. In 2024, we continued to partner with Disability:IN, a nonprofit organization providing corporate resources for creating an inclusive culture to assist with achieving our disability inclusion commitment.

In addition to a robust university engagement strategy, which includes partnerships with 29 universities, Exelon continues to engage a number of organizations to enhance the pool of talent from which we source. Partner organizations include:

- Disability:IN
- Black Engineer of the Year
- National Society of Black Engineers
- RecruitMilitary
- Society of Asian Scientists & Engineers
- Society of Hispanic Engineers
- Society of Women Engineers
- Year Up



Commitment in Action

## Exelon Internships and Co-ops

Our commitment to providing internships and co-ops builds our talent pipelines and supports the communities we serve. Exelon is able to attract early career talent with paid opportunities for students to gain work experience while attending college. In 2024, Exelon hired 343 interns, of which 25 percent received offers for full-time positions upon graduation in 2025. We also hosted 175 co-ops in 2024 from Drexel University, New Jersey Institute of Technology (NJIT), Rowan University, and Widener University. In addition to the work experience the students receive during their co-op, they also obtain course credit towards their degree program.

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## Year Up Internship Spotlight

Since 2009, our corporate IT team has worked with Year Up to provide participants with high-level on-the-job learning resources. Year Up is an organization that partners with employers to ensure equitable access to economic opportunity, education and experiences for young adults. In the past 15 years, Exelon has hosted a total of 443 interns for six-month working periods. Following the completion of their internships, two hundred former interns were hired by Exelon or with our partner contractors. In 2024, Exelon IT welcomed 42 interns and converted 25 into family-sustaining careers in Exelon's service territories. We continue to pursue opportunities to expand similar internship programs beyond IT in the coming years.

**“The Year Up program has been an absolute blessing from the beginning. I’ll never forget how grateful I am to have the chance to earn such a long term opportunity. Not only did I believe in myself, I believed in the structure of the program, the staff and most importantly, the abundance of resources they continue to provide. Never forget your ‘Why’, because that three-letter word is what keeps you going!”**

Former Year Up Intern

## Exelon Scholars Spotlight

Through our scholarship programs, Exelon provides financial support to college students to empower their academic success regardless of age and background. In addition to the scholarships, recipients obtain work experience that will enhance their current strengths while building skills to support them during their time as a student and in their future careers. In 2024, we had 30 Exelon scholars, 23 of whom went on to work as a summer intern.

Having a robust talent pipeline made up of employees with a broad range of experiences and backgrounds that reflect our communities helps us grow and innovate. Our operating company spotlights demonstrate the critical impact of this work.





### Spotlight: ComEd

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## ComEd Builds a STEM Pipeline

The ComEd Scholars program aims to bridge the gap in funding for science, technology, engineering, and mathematics (STEM) education by providing scholarship and mentorship to students seeking STEM-related degrees at several partner institutions including Illinois Tech, University of Illinois-Chicago, DePaul University, Chicago State University, and DePaul College Prep.

Since 2019, the ComEd Scholars Program has supported 90 students. In 2024, this program provided nine students with a total of \$340,000 in scholarships.

Mentor engagement is a critical component of the ComEd scholars program that provides participating students with structured sessions where students interact directly with industry professionals to further grow their learning. In 2024, this program expanded its reach, benefiting over 50 students from the participating schools, and enabling scholars to contribute ideas on how ComEd can further innovate in clean energy.

### Spotlight: PHI

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## PHI Continues Academic Partnerships

PHI expanded engagement in 2024 with a multi-year \$7 million partnership with a group of Historically Black Colleges and Universities (HBCUs) located in

the PHI region, including Howard University, Delaware State, University of the District of Columbia (UDC), and University of Maryland Eastern Shore. This engagement supports scholarships, program development, and research.

PHI partnered with UDC to establish the Pepco Energy and Power Laboratory, which educates approximately 50 undergraduate and graduate students annually through hands-on learning, capstone projects, and advanced research opportunities.

At Howard University, PHI sponsors the Summer Bridge Program, which provides incoming students with a comprehensive academic and professional foundation. Through intensive coursework in subjects like calculus and chemistry, along with seminars in Afro-American Studies, students gain technical skills and cultural awareness. The program emphasizes critical skills such as time management, decision-making, and critical thinking, preparing students for success in demanding STEM fields.

### Spotlight: BGE

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## BGE Expands Partnerships With HBCUs

BGE partnered with several HBCUs located in the service territory, including Morgan State University, Coppin State University, and Bowie State University to help build a pipeline of students pursuing STEM majors. These partnerships support faculty and student-led research, scholarships, summer internships, mentoring and job shadowing

experiences, and facilitate on-campus engagements with BGE leaders through panels and speaker series. In 2024, over two hundred students were engaged through these partnerships.

### Spotlight: PECO

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## PECO Deepens Community Partnerships

PECO advanced its commitment to meet the needs of the community and build a pipeline of students prepared for the energy industry through key partnerships. PECO partners with 28 community organizations to provide grant scholarships, career readiness and services, and mentoring.

In 2024, PECO expanded its partnership with organizations like Career Connected Learning-Philadelphia (C2L-PHL), an initiative created by the City of Philadelphia through Philadelphia Works and the School District of Philadelphia, to create a robust, efficient, and youth-focused, work-based learning experience. Building on the partnership which began in 2013, PECO participated in the C2L-PHL WorkReady program this year to provide 12 high school students with a six-week internship. Students gained work experience in various PECO departments and participated in joint professional and career development workshops.

## Employee Development

Establishing a culture and network of resources that enables employee development at Exelon is critical for our long-term success and continuity. Exelon offers developmental resources designed to strengthen key skills and build leadership to support internal mobility. Employees at all levels are able to access development opportunities specialized to their career paths to foster continuous improvement and growth across our workforce.

The Exelon Powering People Portal is an internal website that provides access to learning and professional development for all colleagues. In 2024, Exelon offered over 50 unique learning programmatic opportunities for employees. Over eight hundred Exelon leaders participated in programs to enhance their leadership capabilities. These programs included



emerging leaders, new leaders, aspiring senior managers, and new senior managers. The quarterly Powering People Newsletter displays the various development opportunities available, including development planning, giving and receiving feedback, emotional intelligence, influencing and everyday coaching, and inclusive leadership practices.

Our Women's Career & Leadership Development Strategy included the implementation of the How Women Rise program, an open enrollment program offered to all colleagues across the enterprise, and a focus on women in supervisory positions aspiring to progress into higher levels of leadership.

**“Building a diverse workforce means more than just recruiting—it’s about cultivating an environment where varied perspectives are valued, planning is strengthened, and innovation can flourish. We’re committed to creating opportunities for growth and development for all employees, ensuring our team reflects the vibrant communities we serve.”**

### Mike Innocenzo

Executive Vice President and Chief Operating Officer, Exelon Corporation



### Commitment in Action

## Enterprise-wide Mentoring Program

A pivotal developmental resource available to all employees at Exelon is our Enterprise-wide Mentoring Program, which supported over three thousand employees in its second year of deployment in 2024. Both mentees and mentors gained beneficial experience through the mentoring program.

“My mentor is wonderful, she listens and offers solutions to my questions,” a mentee shared. “She is available to me whenever I need her. This program is helping me navigate my career development in the right direction.”

Mentors have also found the program to be rewarding. One mentor noted that their mentee “is very forward-looking, taking feedback from her mid-year review and identifying action items on how to work toward the opportunities that were highlighted by her manager.”

Driven by employee feedback and future-looking work trends, Exelon and our operating companies expanded development opportunities to cultivate a workforce capable of meeting the demands of the energy industry and that is prepared for future growth.



## Spotlight: PECO

### Building and Expanding the Skills of the PECO Workforce

PECO has expanded its leadership development programs to encompass all new leaders, including front-line leaders. These programs include workshops on strategic leadership and emotional intelligence, practical leadership exercises inspired by real employee experiences, and interactive forums and mentoring partnerships. These initiatives are designed to strengthen leader confidence and competence in managing high-performing teams, while also building a robust professional network. In 2024, approximately 80 PECO leaders participated in these enhanced leadership development programs.

Additionally, by broadening assessment offerings and development planning, PECO has equipped employees with tools for deep self-assessment, enabling them to leverage their strengths and create clear plans for upskilling in identified areas of opportunity.

# 80

PECO leaders participated in enhanced leadership development programs in 2024

## Spotlight: BGE

### BGE Helps Trainees THRIVE

BGE continued the focus on attracting, developing, and retaining diverse talent. Our signature training initiative, Thrive, provides trainees with equitable opportunities for success through a strong start and seamless new hire experience. Participants in the program are assessed for their individual needs, so each person can receive customized resources to prepare them to fully integrate and thrive in their career at BGE.

**“We believe that fostering an inclusive culture is not just a commitment, but a fundamental part of BGE's identity. We are dedicated to creating an environment where every individual feels respected, valued, and empowered. As we continue to build a culture of excellence, I'm proud that our team engages in critical conversations around inclusion every day. Our employees strive to ensure we are creating good energy as individuals and as a team. By championing inclusivity, we not only strengthen our workforce but also enhance our ability to innovate and serve our communities.”**

#### Tamla Olivier

President and Chief Executive Officer, BGE





### Spotlight: PHI

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## Advancing Leadership Through Mentorship at PHI

PHI effectively launched a campaign for employees to leverage mentorship as a critical part of their development. As a result, PHI saw tremendous growth in participation in the Enterprise-wide Mentoring Program, with over 1,066 employees participating.

To complement the Enterprise-wide Mentoring Program offerings, PHI provides opportunities for mentoring circles and peer mentoring programs.

Launched in 2024, the manager mentoring circles are available for first-time managers to create opportunities for knowledge sharing, building relationships, and increasing collaboration across functions. Over 50 new managers participated in 2024.

Peer mentoring is also offered through the EnergizeHER initiative to create a peer mentoring community for the women directors at PHI. The program provides a supportive forum for participating leaders to navigate challenges, build connections, and enhance engagement.

### Spotlight: ComEd

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## Developing Future Leaders at ComEd

In 2024, ComEd focused on providing best-in-class programs to support ongoing development through its annual Career Expo, a two-week event attended by over 1,900 employees. The expo included professional and leadership development offerings, business intelligence sessions, and tours of the key elements of our business that allow power to get from the substation to our customer homes, along with business tours for how we deliver a premier customer experience. In addition, we offered “day-in-the-life” dialogues with ComEd leaders to build awareness of various careers across the organization.

Over 450 mid-level managers and individual contributors attended our annual ComEd 21st Century Leadership Conference, designed to provide a strong understanding of our business strategy and demonstrate why their work is so critical. In 2024, the theme was “Building Our Future,” which focused on sharing strategic imperatives driving the business.



# Inclusive Leadership

Maintaining an inclusive culture begins with our leadership. Exelon executives and management employees are equipped with a series of trainings focused on leading while prioritizing inclusion. This programming enables our leaders to identify and practice inclusive leadership.

In 2024, 117 Exelon leaders completed inclusive leadership training, giving them the opportunity to strengthen leadership skills, navigate complex conversations, understand cultural impacts, reflect on and challenge assumptions, and develop action plans to continue on their inclusive leadership journey. Over the last eight years, over nine hundred leaders have completed inclusive leadership training.

Over the past decade, Exelon has delivered a webinar series to build understanding of our commitment to inclusion. In 2024, the series addressed important topics such as understanding the importance of authenticity in the workplace, mental health and wellbeing, and how to foster respectful and constructive dialogue at work. Across all webinar programming, over three thousand employees attended live.

## Spotlight: PECO

### PECO's Commitment to a Culture of Inclusion

In 2024, PECO launched a cross-function Cultural Awareness working team to acknowledge and build more understanding of the culturally significant holidays and traditions of our PECO employees. The working team, made up of leaders across levels and functions, contributed to a culture of inclusion and belonging through the monthly delivery of programs and communications that built employee understanding, insight, and knowledge of colleagues' backgrounds and experiences.



## Commitment in Action

### Inclusive Leadership Model

The outcomes of inclusive leadership are trust, psychological safety, inclusion, belonging, and innovation. Areas of focus include:

-  **awareness**
-  **curiosity**
-  **courage**
-  **adaptability**
-  **collaboration**
-  **authenticity**
-  **change agent**

Exelon and our operating companies offer a wide range of programming that aims to build an inclusive culture. Learning opportunities available to our employees include speaking events and learning labs, where employees are able to listen and participate in important discussions with peers, company leadership, and subject matter experts.

## Spotlight: ComEd

### Allies in Action Strengthens Leaders at ComEd

As part of ComEd's continued commitment to support the equitable development of all employees, Allies in Action (AIA) provides ongoing development to support ComEd managers at key points in the talent development process. Launching in 2021, the development series began with a focus on mitigating bias in talent discussions and year-end performance reviews. Managers participated in workshops to learn how to spot and mitigate unconscious bias in talent review discussions. In 2024, over two hundred leaders participated in the most recent session of the series focused on approaching talent development and feedback through a consciously inclusive lens. The session provided leaders with tools and resources to provide thoughtful, fair, constructive, and real-time feedback to their employees best support their career development.

In addition to continuing the ongoing development series, in 2024, AIA also provided opportunities for all ComEd employees to deepen their understanding of diverse experiences through educational webinars. Topics covered included disability etiquette and understanding the unique journeys of first-generation, refugee, and immigrant professionals.

# 200

ComEd leaders participated in the AIA talent development and feedback inclusivity series



## Spotlight: PHI

### Expanding Access to Our Inclusive Workplace Programming

In 2024, PHI launched a series of road shows to expand the reach and awareness of our inclusive workplace programming to our front line employees. This programming was delivered with early hour options and lunchtime options to accommodate the schedules of our front line employees and reduce barriers for participation. Road show topics included hearing from our leaders about the impact of inclusion on our team performance, the varying benefits of participating in our ERGs, and how to join an ERG.

## Spotlight: BGE

### BGE Hosts Impactful Employee Dialogues

In 2024, BGE hosted its annual week-long series of events designed to engage employees in dialogue around topics impacting employees and the communities we serve. Over 30 programs centered around the theme "Good Energy Changes Everything" were offered as virtual, hybrid, and in-person events to reach the widest audience of participants. Programs focused on employee emotional wellbeing, building awareness of neurodiversity, understanding our environmental social governance commitment, building a culture of respect, advancing gender equity, and unconscious bias training.

# Advancing an Inclusive Culture

## Centering Employee Voices

Exelon is committed to fostering an environment where all employees are engaged, feel a sense of belonging, and can pursue their full potential. We prioritize employee engagement and provide avenues for feedback, participation, and contribution. These initiatives enhance employee morale and satisfaction while also facilitating increased collaboration, innovation, and overall organizational performance.



Our bi-annual Employee Engagement Survey solicits feedback from employees regarding our company on topics including development, innovation, inclusion, diversity, employee engagement, and safety. Our most recent Pulse Survey was issued in the fall of 2023 and garnered a response rate of 82 percent, with 79 percent of employees indicating they are proud to work at Exelon. While we are pleased by these results, we are committed to continually improving employee engagement to respond to evolving expectations.

In addition to our survey, Exelon conducts targeted research throughout the year to gather information on employee sentiment. Our Board and senior management staff review employee responses to identify opportunities to strengthen Exelon's employee engagement strategy and cement Exelon as an employer of choice. As leaders share results with employees and take action to address the findings, additional employee engagement occurs and pulse surveys are issued to help understand and improve the employee experience at Exelon.

### Commitment in Action

## Prioritizing Employee Wellbeing

In 2024, based on employee feedback and current research, Exelon's Benefits team expanded our programming to further support employee wellbeing. All employees can access resources on key topics such as navigating work life balance, defining and prioritizing self-care, building personal resilience, and effective strategies to manage stress in life and the workplace.

In addition, the Benefits team leveraged our ERGs to help spread awareness of available programming and deliver customized webinars based on ERG member needs. Topics included bonding and primary caregiver leave for birthing and non-birthing parents, surrogacy, domestic partner coverage, transgender-inclusive benefits, the Family and Medical Leave Act (FMLA), suicide prevention, nutrition, reasonable accommodations, voluntary benefits for growing families, confidential counseling, and online stress management tools.

In 2024, Exelon expanded our Live and Work Well benefits to include access for employees and their household family members to the premium version of the Calm app at no cost. The Calm app is a top rated wellness app for sleep, meditation and relaxation.



# Employee-Led Engagement

Exelon's 10 ERGs, which are open to all employees, are a crucial part of our commitment to inclusion. With 42 chapters across the enterprise, our ERGs delivered over eight hundred programs and initiatives that align with the following goals:



We continue celebrating the growth and maturity of our ERGs and recognize the pivotal role they play in advancing our commitment to an inclusive workplace culture. We strive to empower our employees to lead by example and encourage them to spearhead company initiatives aimed at bolstering support networks for their colleagues. By entrusting our employees with the autonomy to drive such initiatives, we are reinforcing a culture of collaboration while cultivating an environment where employee voices are valued and every contribution is recognized.

Our ERG programming offers a range of resources to our colleagues, including but not limited to leadership panel discussions, education sessions, and professional development offerings. Since their introduction, ERG involvement at Exelon has grown annually, reflecting our colleagues' commitment to our culture. In 2024, over ten thousand employees across Exelon participated in an ERG. Noteworthy ERG programming from 2024 included:



## Eco Team

Partnered with community organizations to host and volunteer at several events supporting environmental stewardship, including cleaning up Lake Michigan through the upcycling of pliable plastics bags and film.



## Exelon Network for Awareness Benefiting Leaders and Employees About Disabilities (ENABLED)

Hosted monthly table talks to bring awareness to topics such as special needs, elder care, early heart attack care, lung screening, understanding autism, suicide prevention, and mental health and wellness.



## Organization of Latinos at Exelon (OLE)

Advanced the ERG commitment to community engagement through a series of volunteer opportunities including back to school supply drives, toy drives, support for food banks, and sponsorship of a soccer tournament to raise funds for Soccer Without Borders.



## Mosaic

Hosted programming to share the stories of first- and second-generation immigrant employees, including how they navigated and overcame cultural barriers to build resilience and self advocacy throughout their professional careers.



Asian American Resource Group



cadera

Caribbean Diaspora Employee Resource Alliance



dyp

Developing Young Professionals



eaara

Exelon African-American Resource Alliance



emac

Exelon Military Actively Connected



esnap

Exelon Support of Native American Progress



new

Network of Exelon Women



nexis

Network of Exelon Immigrants and Second Generation



pride

Exelon Employee Resource Group



**“Being a member of the Developing Young Professionals (DYP) ERG and serving as a chapter president has provided me with numerous growth opportunities. DYP offers all members valuable exposure to leadership and the chance to foster meaningful relationships with individuals they may not interact with in their everyday roles. Additionally, DYP is passionate about curating impactful professional development and community service opportunities to enhance and expand professional skill sets.”**

#### **Maggie Bellavia**

Organizational Change Management Lead  
Security Specialist, Exelon Corporation



**“At PECO, diversity is our strength. Our ERGs are vibrant, diverse communities. They are where employees build relationships and foster a stronger sense of belonging.**

**We strive to make all employees feel valued, respected, and able to bring their unique perspectives to PECO. ERGs play a critical role in providing platforms for people to connect and cultivate a culture where everyone feels welcome. They provide opportunities to share experiences, learn, and build a stronger sense of community.**

**Belonging is a key focus for PECO. When employees feel safe, respected, and valued, they are more engaged, more productive, and more likely to stay with our company.”**

#### **David Vahos**

President and Chief Executive Officer, PECO



#### **Spotlight: BGE**

### **BGE Hosts Second Annual Grow Week**

Driven by feedback from the annual employee engagement survey, BGE launched its second annual Grow Week in 2024. This initiative provided developmental opportunities for all BGE employees on a variety of topics, with over 750 employees participating in the 22 featured events. Grow Week enhanced and built awareness of current development opportunities and provided learning on targeted topics based on feedback from our field staff such as business acumen, career and professional development, and change management. BGE takes pride in supporting career development across all levels of the organization and offers flexible programming and customized learning opportunities for all employees.

## Spotlight: PECO

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### PECO EMAC Honors Veterans

PECO EMAC provides a support network for Exelon's employees with prior military service to include prior, active or reserve duty, and a venue for those with no military service who would like to support military issues. PECO EMAC continued to serve our veteran community in 2024 by serving lunch and playing bingo with veterans at the Veteran's Multi-Service Center (VMC); partnering with Philadelphia's Toys for Tots to collect, sort, and pack toys for children during the holidays; and honoring PECO veterans during the annual Veterans Day Ceremony. During the Veterans Day Ceremony, PECO also supported VMC with food, housing, and other services for veterans by presenting a \$35,000 check, raised through PECO.



PECO EMAC executive sponsor, Dave Velazquez, shared his experience attending one of EMAC's 2024 signature events, Team Foster's Ruff Ride 24-Hour Spin Relay: "On the heels of Military Appreciation Month, I joined PECO's EMAC ERG for Team Foster's Ruff Ride 24-Hour Spin Relay. The cycling fundraiser paid tribute to our local military heroes and raised money to help Team Foster provide accredited, life-saving service dogs to injured and disabled veterans. It was an honor to 'pedal for a purpose' alongside the Ruff Riders and spend time with our veteran employees. Their service to our country, and now to our customers and communities, is truly inspirational. Our EMAC ERG helps more than 1,600 veterans across the Exelon companies connect and promote a positive workplace experience."

## Spotlight: ComEd

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### ComEd Cause of the Year

Each year, ComEd identifies a Cause of the Year, an opportunity for employees to join together across the company to support a cause chosen by them. Employees chose suicide awareness and prevention as the 2024 Cause of the Year to support employees who have experienced loss from suicide, as well as reinforce the variety of resources available for employees who are experiencing depression, anxiety, and other mental health challenges. Employees rallied together to raise more than \$113,000 for the American Foundation for Suicide Prevention and create the largest walk teams for the Chicago and Rockford Out of the Darkness walks.

## Spotlight: PHI

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### PHI ERGs Making an Impact

PHI ERGs are dedicated to fostering understanding and education to enhance employee engagement. In 2024, PHI hosted its fourth annual Juneteenth Celebration, where over 650 employees participated at the Harriet Tubman Museum and an Underground Railroad tour in Cambridge, Maryland.

# 650

employees participated at the Harriett Tubman Museum and an Underground Railroad tour in Cambridge, Maryland

The D.C. Pride Parade continues to have a large impact among employees and in the local community, approximately one hundred PHI employees volunteered to help set up and participated in the march. This year's event included setting the stage for the 2025 World Pride event, marking the 50th anniversary of Pride celebrations in D.C.



# Promoting Equitable Communities

## Strengthening Our Communities

Exelon is dedicated to uplifting the communities we serve through philanthropy and employee volunteerism. We believe strong partnerships enable us to support community wellbeing and drive positive change. We actively listen to community members to gain a deeper understanding of how we can make an impact that is tailored to the specific needs of each community. This level of local engagement has enabled Exelon to deploy philanthropic and local impact initiatives that promote elevated health, safety, and wellbeing in our communities.

Each year, Exelon and our operating companies make contributions from our annual revenue to create growth opportunities and solve key issues within local communities. In 2024, alongside the Exelon Foundation, we provided \$38 million in funding to nonprofit organizations.

# \$38 million

in contributions to nonprofit organizations made by Exelon in 2024

As part of our commitment to fostering employee engagement, the Exelon Foundation provides employee match programs, empowering employees to support the causes and organizations that are most meaningful to them. Exelon's Matching Gifts Program is supported by the Employee Giving Campaign, which matches employees' contributions to a charitable organization with a company contribution to local United Way agencies at 50 cents to the dollar. In 2024, Exelon employees contributed over \$5.6 million through the Exelon Foundation Employee Giving Campaign and Matching Gifts programs. In tandem with a match from the Foundation, these contributions resulted in a total of \$9.6 million in donations to local communities.

Providing opportunities for volunteering is another key element of our approach to facilitating employee engagement. Exelon helps our employees identify opportunities that align with their interests and values while making an impact within their communities. By enabling our workforce to volunteer with organizations close to their hearts, we are able to create positive changes in the lives of those in need while fostering a sense of fulfillment and purpose among our employees. A large part of our workforce seeks volunteer opportunities, with 56 percent



of employees participating in at least one of our community engagement programs in 2024. Throughout the year, our colleagues contributed a total of 154,120 volunteer hours to nonprofits within their communities. To celebrate our employees' efforts, Exelon awarded \$613,000 in "Dollars for Doers" grants to these charitable partners in which employee volunteers chose to invest their time.



## Education Support

Last year, the Exelon Foundation launched a partnership with The Cal Ripken Sr. Foundation, which aims to bring STEM centers to 81 elementary and middle schools in Exelon's service territories over the next three years. The Cal Ripken Sr. Foundation has opened over 607 STEM Centers nationwide, gifting children in communities across the country access to state-of-the-art technology, hands-on learning experiences, and skill sets essential to the future of STEM.

Over the summer, we offered free, week-long STEM Academies at local universities for young high school students in the northern Illinois, Philadelphia, Baltimore, and D.C. areas. Participants learned from employees working in STEM and other leaders by exploring sustainability, energy efficiency, renewable energy, and climate change while working alongside like-minded peers on a team-based energy challenge. The STEM Academy and Boys to STEM programs served 240 young women and 60 young men in 2024.

**“Building a strong economy means investing equitably in the people who live in the communities ComEd serves—from STEM programs that put young people on track for high-tech careers to workforce development programs that help people prepare for jobs that strengthen our region’s infrastructure. In providing essential services, we need a deep pool of suppliers, including those who can bring diverse perspectives to serving our highly diverse customer base and we offer financial assistance programs for those struggling to pay bills.**

**At ComEd when we say we power lives, that means providing safe, reliable electricity. But it also means much more.”**

### Gil Quiniones

President and Chief  
Executive Officer, ComEd



## Training for Work-Ready Adults and Youth

Exelon's workforce development programs power the economic health of the regions we serve by driving economic equity, empowerment, and employment in underserved and under-resourced communities. Our programs equip unemployed and underemployed individuals with valuable job skills while educating the next-generation workforce on careers in STEM-related fields and preparing both work-ready adults and youth for family-supporting careers. Our program is built on four goals:

- Ignite STEM in young minds by delivering programs that provide youth STEM education and help to prepare them for STEM and related technical careers.
- Eliminate barriers to economic empowerment by advocating for policies and practices that eliminate systemic and tactical barriers and expand pipelines across our regional workforce.
- Equip work-ready adults and youth for family-supporting careers by deepening partnerships with employers, nonprofits, and community groups to expand training and job opportunities.
- Nurture and encourage new ideas by developing standards/measurements, offering thought leadership in workforce development, developing and leveraging best practices, and broadly sharing our successes.

## Developing a Strong Workforce

Exelon continued to utilize our Infrastructure Academies as leading edge programming to develop a strong workforce. The programs advance participants' technical skills in construction and expand opportunities for full-time, family-supporting careers. These programs enable members of our communities to enter the workforce, while building a pipeline of talented local individuals. Other workforce development programs focus on key inclusion topics, ranging from barrier reduction initiatives to STEM education and awareness programs for middle or high school students. Such programs have led to internship opportunities, earned college scholarships, and STEM career readiness.

**“At Pepco Holdings, we are committed to developing a skilled, local pipeline as we build the energy workforce of the future. Through our collaborations with community colleges, HBCUs, local nonprofits, public agencies, emerging leader programs, training, and development opportunities, we are investing in our current workforce and the next generation. Our Energize Days, STEM career awareness events, is just one of the ways we inspire students by showcasing the vast opportunities within our industry.**

**By expanding career pathways in the communities we serve, we are not only powering a brighter future but also ensuring a resilient and equitable energy sector. Together with our partners, we are championing equity in access to energy careers, enabling the brightest talent, regardless of background, to thrive.”**

### Tyler Anthony

President and Chief Executive Officer, Pepco Holdings



## Power Up Academy Accreditation

ComEd is paving the way for future talent by offering college credits to graduates of Power Up Academy, a transformative job training program in partnership with Revolution Workshop. The program equips graduates with the skills to prepare them for careers like entry-level design technicians, project coordinators, and project engineers by removing the barrier of requiring a college degree. At our 2024 graduation, we announced that Power Up Academy graduates will now earn up to 13 college credit hours at the City Colleges of Chicago, which can be applied toward an associate degree. This milestone reduces the financial burden of college for our graduates and underscores the vital role that our programs play in shaping the workforce of tomorrow.

### Commitment in Action

## Powering Our Communities Through Workforce Development

The Exelon Foundation STEM Academies inspire high school students to pursue careers in the energy field and provide scholarships for college students. The Chris Crane Memorial Scholarship Program covers all post-secondary education costs and creates internship opportunities with Exelon throughout college for selected STEM Academy alumnae pursuing STEM-related degrees.

In 2024, we invested over \$26 million in industry-leading workforce development programs. In addition, 8,574 people participated in Exelon's over one hundred workforce development programs, which include advocacy programs for policies and practices that reduce systemic barriers to energy careers. In addition, 369 adult graduates of Exelon's infrastructure academies and other job training programs were hired. Another 450+ graduates from other workforce development programs received internships, earned college scholarships, or increased their knowledge of STEM and STEM careers. Since 2019, more than two thousand people have been hired (internally or externally) through our job training and other programs.

PECO's workforce development team received the Center for Energy Workforce Development's Community Partnership Award, which recognizes a company for developing unique connections in the local community with educators, community organizations, workforce systems, and other groups.



## Spotlight: ComEd

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### ComEd Energy Force Ambassadors

The ComEd Energy Force Ambassador Program provides adults with developmental disabilities with the skills to become ambassadors for ComEd's Energy Efficiency Program.

The program started with eight organizations and participation has grown to include 30 ambassadors from 30 organizations in 2024, including Austin Community Family Center, El Valor, The Chicago Lighthouse, Gateway to Learning, and Esperanza Community Services. ComEd's Energy Force Ambassadors represent the company at community events reaching more than 50 thousand people each year. The ambassadors remain engaged with customers at outreach events and virtually. In 2024, Energy Force Ambassadors celebrated 13 years of the program at ComEd.

## Spotlight: PECO

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### PECO Helper Pre-Apprenticeship Program

PECO celebrated the graduation of 22 participants in the Helper Pre-Apprenticeship Cohort 3, marking an impressive one hundred percent graduation rate for 2024. Since graduation, five Helpers have obtained Apprenticeship positions with PECO.

The Helper Pre-Apprenticeship Program was designed in partnership with the International Brotherhood of Electrical Workers Local 614 to break down employment barriers by preparing participants with PECO's safety standards and workplace culture. The first phase includes courses on safety, fundamentals of electricity and gas, technical maintenance, among other skills. In the second phase, participants gain experience through shadowing opportunities and assisting PECO employees. To date, 58 individuals have completed the program, with 60 percent obtaining apprenticeship positions throughout PECO.

## Spotlight: BGE

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### BGE: Creating Career Opportunities for All

In 2024, BGE proudly hired 10 percent of its new employees through workforce development programs. The strategic expansion of programs and partnerships opened new career opportunities for individuals from local communities into the company. Historically, entry into BGE from workforce development programs was primarily through a Utility Helper position. This year, 45 percent of hires transitioned into exciting new careers in project management, finance, and customer operations, showcasing the expanded possibilities across the business.

## Spotlight: PHI

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### PHI Launches Early Careers

PHI continued its partnership with D.C. Scores to provide impactful programming that integrates poetry, soccer, and service-learning for students across the D.C. area. Through this collaboration, PHI supports D.C. Scores' mission by funding initiatives that expand access to after-school programs, enhance STEM education, and create mentorship opportunities. Programming with D.C. Scores also includes volunteer engagement, career exploration events, and facility tours that expose students to careers in sustainability and the energy sector. By combining sports, creative expression, and leadership development, D.C. Scores and PHI empower young people to build confidence, teamwork, and advocacy skills while fostering a sense of community and academic achievement.



**“We understand that promoting equitable communities requires proactive engagement and tangible support. Through strategic investments and partnerships, we are dedicated to empowering local business, fostering economic growth, and creating opportunities that reflect the diversity of the communities we serve. Our commitment is to build a more inclusive and prosperous future for all.”**

**Colette D. Honorable**

Executive Vice President, Chief Legal Officer  
and Corporate Secretary, Exelon Corporation



## Exelon’s Community Impact Capital Fund

Exelon’s Community Impact Capital Fund supports equity and provides economic opportunities to businesses in the communities that Exelon serves. Since establishing this initiative in 2022, Exelon has invested more than \$16 million in 16 businesses based in our service territories of Baltimore, Philadelphia, and greater D.C. For more information, please visit our [website](#).

# \$1 million

invested by the Community Impact Capital Fund in Carbon Reform, a Philadelphia and Delaware-based startup



Commitment in Action

## Supporting Local Entrepreneurs at Exelon

In 2024, the Community Impact Capital Fund invested in Gemini Energy Solutions, a tech-enabled energy audit and asset development company focused on accelerating the clean energy transformation with solutions for historically underserved communities.

In 2024, Community Impact Capital Fund invested \$1 million in Carbon Reform, a Philadelphia and Delaware-based startup founded in early 2020. Carbon Reform developed the Carbon Capsule®, a modular device that permanently captures CO<sub>2</sub> from indoor air while filtering other contaminants, improving occupant health and reducing energy consumption. In July 2024, Carbon Reform installed their technology at Exelon’s BGE Spring Garden building to demonstrate how improved indoor air quality can generate significant energy and cost savings for both BGE and their customers by reducing the need to heat and cool outside air.

## Engaging Representative Suppliers

Operating in the ethnically diverse metropolitan areas including Baltimore, Chicago, D.C., and Philadelphia, Exelon prioritizes a supply chain network that reflects the values and cultures of these communities. To support diverse suppliers, Exelon leverages our Diverse Business Empowerment program to support opportunities for suppliers that reflect both our customers' and operating communities' demographics. Alignment with our customers enables our suppliers to have a deeper understanding of the communities we serve, which supports Exelon to best meet customer needs. In 2024, we spent nearly \$8 billion with suppliers, with approximately \$4 billion spent locally in our key operating areas—Illinois, Pennsylvania, Maryland, New Jersey, Delaware, and D.C.—where our businesses are most heavily concentrated. Exelon's direct spend with diverse suppliers totaled nearly \$2 billion, of which more than \$1 billion was with businesses located in our Exelon utility footprints.

This past year marked Exelon's seventh time as a member of the prestigious Billion Dollar Roundtable, a top-level advocacy organization that promotes corporate supplier diversity excellence. The organization recognizes companies that spend at least \$1 billion annually with diverse Tier 1 suppliers. Our longstanding membership demonstrates our commitment to building a diverse supply chain.



### Supporting Local and Diverse Suppliers

Exelon maintains a robust supplier development program intended to help local and diversity-certified suppliers evolve to meet Exelon's and the broader industry's supplier specifications, and ultimately have opportunities to achieve business growth. In 2024, Empowerment Academies continued to play a pivotal role within our internal supplier development program.

Aligned with Exelon's supplier diversity programs, the Foundation's EmPOWERing Success in the Utilities Industry initiative shares the common goal of supporting minority-owned businesses in our service territory that provide services in key utility spend areas. The latest class included 26 local firms representing the Chicago, Capital Region, and Eastern Minority Supplier Development Councils. Participants represented a variety of industries, including Construction, Engineering, Electrical, and IT Services.

In 2024, Exelon arranged \$140 million in credit lines with 22 community-owned banks in Illinois, Maryland, New Jersey, and Pennsylvania, reinforcing the company's commitment to investing in the communities we serve and operate in by helping grow local businesses that are critical in these areas. Established in 2003, Exelon's community banking program has been administered by JP Morgan Chase since its inception. This unique program within energy has seen significant growth, with 22 participating banks across the country as of 2024—almost three times the original number. Exelon Corporation has \$1.1 billion in pension, employee savings plans, and retiree healthcare assets invested with 22 investment firms.



# BGE

BGE is Maryland's largest natural gas and electric utility, delivering power to more than 1.3 million electric customers and 700 thousand natural gas customers in central Maryland. At BGE, we focus on interweaving inclusion and diversity into everything we do—from serving customers and communities to enabling all our employees to grow and thrive.

Over the past year, we continued to focus on attracting, developing, and retaining diverse talent, building on the progress made in prior years. Our signature training initiative, Thrive, provides trainees with opportunities for success through a strong start and seamless new hire experience. Participants in the program are assessed for their individual needs, so each person can receive customized resources to prepare them to fully integrate and thrive in their career at BGE.

## Diverse Workforce



BGE is proud of our continued commitment to advancing a workforce that reflects the communities we serve. Our progress underscores our dedication to bringing in talent from outside our organization and reflects a pool of candidates that is excited about the opportunities BGE has to offer.

In 2024, BGE launched a partnership with Brooksource, a workforce development partner with expertise in energy and engineering, aiming to connect talented job-seekers from underserved communities to new opportunities. Our collaboration helps develop a sustainable talent pool and energizes the internal workforce to bolster upcoming projects in our Transmission and Substation division.

Through a program called Elevate, Brooksource identified 10 job-seekers to participate in a 10-month long cohort program consisting of skill-building, education, and job experience at BGE. At the end of the program, BGE will provide opportunities for full-time employment to successful participants.

## Inclusive Workplace



In 2024, BGE delivered installments of its “BGE Talks” sessions. Topics focused on multiple dimensions of diversity, including cultural heritage, cross-generation engagement, and employee wellbeing. BGE also continued to prioritize inclusive leadership training to advance our commitment to fostering an environment where all employees are engaged, feel a sense of belonging, and can pursue their full potential.

## Community Partnerships



The Impact Leaders Program at BGE cultivates ambassadors for corporate community impact, building leadership skills, preparing future leaders for expanded impact, and helping new leaders succeed in their roles. Each year, a cohort of over 20 employees is selected through an application process to serve as leads for their divisions to drive meaningful service both within BGE and the communities we serve.

## Small Business Empowerment



Since 2021, 741 small businesses have received energizing small business grants totaling nearly \$15 million. The grant program focuses on access by prioritizing businesses operated by historically under-represented groups.

# \$14.9 million

in grants have been awarded by BGE to nearly 741 small businesses since 2021

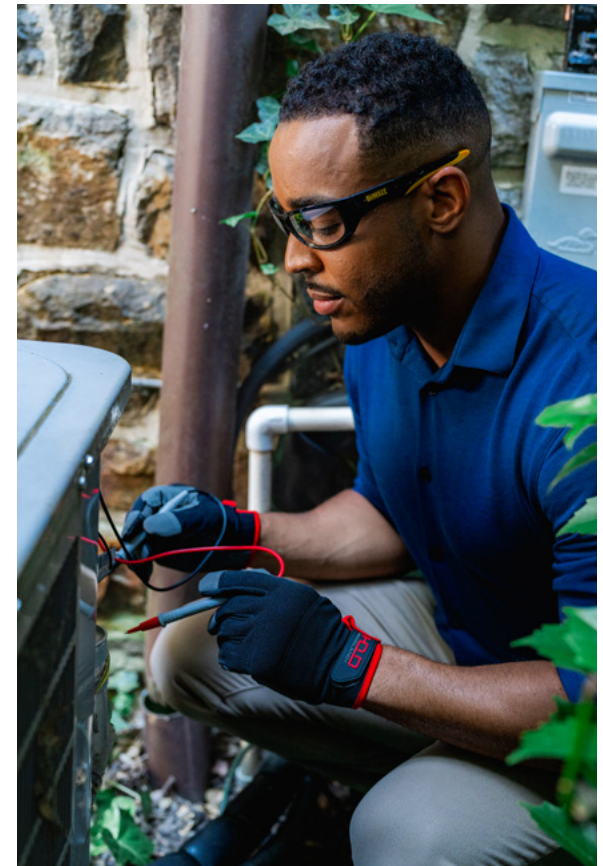


## Thought Leadership



The Thrive program is a strategic initiative designed to empower new field employees with the essential resources, tools, and support required to excel in their career. This program is pivotal for several reasons:

- **Increased Employee Engagement:** By investing in the development of new employees, Thrive fosters a culture of support and inclusion. This not only boosts morale but also enhances employee retention rates, as individuals feel valued and supported in their career advancement.
- **Improved Performance Outcomes:** With tailored training and support, new field employees are better equipped to meet performance expectations. This results in improved overall satisfaction for both employees and customers.
- **Building a Stronger Workforce:** The Thrive program is an investment in the long-term success of our organization. By nurturing talent from day one, we are creating a more skilled workforce that can respond effectively to critical changes and adapt to customers' needs.
- **Alignment With Organizational Goals:** Thrive aligns with our commitment to excellence and innovation. By equipping our employees with the tools they need to succeed, we are ensuring that they can contribute meaningfully to the organization's strategic objectives.



The Thrive program is not just a training initiative; it is a vital component of our overall strategy to cultivate talent and drive organizational success. By prioritizing the development of our new field employees, we are laying the foundation for a more capable, engaged, and high-performing workforce.

# ComEd

As the largest electric company in the state, ComEd provides electric service to more than four million customers across northern Illinois, representing 70 percent of the state's population. For over one hundred years, we have been committed to providing best-in-class programs that uplift individuals, local and diverse businesses, and communities.

ComEd strives to embrace and foster an equitable and inclusive workplace and serve the needs of our communities in order to power a cleaner and brighter future. We believe this work strengthens our vision as a business imperative and is a core tenant of our ability to attract, retain, and advance our workforce.

## Diverse Workforce



By eliminating barriers to advancement and preparing teams to embrace diversity, ComEd cultivates a supportive and inclusive environment. We strive to reflect the backgrounds, identities, skills, and values of the nine million people we serve through the ComEd workforce of more than 6,500 employees. We believe that a diversity of perspectives drives innovative thinking and empowers ComEd to deliver best-in-class service, record reliability, and some of the lowest average monthly customer bills in the nation.

## Inclusive Workplace



ComEd prioritizes creating an inclusive workplace where everyone feels welcomed, valued, and has a sense of belonging. As we build a more inclusive talent pipeline to support the clean energy transition in Illinois, more women are coming onto the job site, prompting a deeper look at how safety gear can be better built to suit different sized frames. In 2024, we focused on shifting towards safer and more inclusive gear for our field workforce, including rolling out new safety protection to accommodate female climbers with well-fitting gear that promotes safety, regardless of body type or size.

## Community Partnerships



Through partnerships with local organizations and a commitment to customer advocacy, ComEd is paving the way for a more inclusive and empowered future. By engaging with community leaders and providing essential resources, ComEd addresses the unique needs of different populations, enabling accessible energy services. Initiatives focus on energy savings, sustainability, and economic development, breaking down barriers and fostering community growth. ComEd makes an effort to engage with communities across northern Illinois, such as providing information in more than 50 languages in northern Illinois—demonstrating our dedication to equitable resource access for all our customers.

# >50

languages in which information is provided to communities in northern Illinois



## Diverse Business Empowerment



In 2024, ComEd spent \$797 million with diversity-certified suppliers. This represents 37 percent of the nearly \$2.2 billion that ComEd spent last year to plan, maintain, and modernize the electric grid that delivers safe, reliable, and affordable energy to more than nine million customers in northern Illinois. Through our spend with diverse suppliers, we support people of color, women, military veterans, and other underrepresented groups and contribute to strengthening communities throughout our region.



## Thought Leadership



ComEd's beneficial electrification plan is an investment strategy to support the adoption of decarbonization technologies. Expanding zero emissions transportation options is a key focus of this plan, which is designed to benefit all customers and communities, especially those which have been most affected by climate change and pollution.

ComEd supports the state of Illinois' goal of 1 million electric vehicles (EVs) on state roads by 2030, with 80 thousand out of more than 90 thousand EVs already registered statewide driving in ComEd's service territory. We support the growing adoption of EVs by readying and incentivizing charging infrastructure, empowering customers with information and resources, and offering over \$90 million in recently-launched rebates to offset the upfront costs of going electric. At least half of all funding for these rebates is reserved for equity-eligible customers and communities who may face the biggest barriers in transitioning to EVs.

Click [here](#) to learn more about ComEd's impact.

# \$90 million

in recently-launched rebates to offset the upfront costs of going electric



# PECO

As Pennsylvania's largest electric and natural gas utility, PECO serves more than two million customers across the region. PECO is committed to safely and reliably delivering electricity and natural gas while focusing on energy management conservation, environmental stewardship, and community assistance.

PECO is dedicated to creating an inclusive environment in which all employees have the opportunity to be successful and are encouraged to deliver their best work.

## Diverse Workforce



PECO is committed to advancing an inclusive workplace and diverse workforce throughout the organization. By embracing belonging as a key aspect of employee engagement, PECO focuses on enhancing the employee experience and enabling everyone to bring their authentic selves to work every day. Our Exelon Network for Awareness Benefiting Leaders & Employees About Disabilities (ENABLED) ERG continues to drive that feeling of belonging and community through their community engagement and support.

ENABLED PECO significantly contributes to talent attraction by increasing visibility to PECO's disability-inclusion efforts within the communities we serve. In 2024, we showcased these efforts through events such as the Polar Plunge, which attracted over two thousand plungers and raised over \$430,000, and the Bike MS: City to Shore event, for which the PECO Pedalers! team have raised approximately \$385,000 since its inception in 2011.

## Inclusive Workplace



We cultivate an environment where learning and open conversations thrive. At PECO, we continuously seek innovative ways to engage our workforce, such as launching ERGs and hosting cultural awareness workshops to further highlight our commitment to an inclusive and dynamic workplace. We believe that embracing diverse perspectives strengthens our organization, benefiting our employees, customers, and the communities we serve.

# 48.5%

PECO's diverse external hiring rate in 2024





## Community Partnerships



The PECO Powering the Arts program supports vibrant arts and culture programs by introducing new audiences to the arts, celebrating diversity, and building connections. For three years, PECO has increased access to the arts, offering one-year grants of up to \$10,000 to empower groups to reach diverse audiences. In 2024, PECO awarded over \$150,000 in grants to 19 cultural institutions and arts nonprofits in the Greater Philadelphia area.

# 100%

of PECO Executives and Directors participated in inclusive leadership training



## Diverse Business Empowerment



PECO's Supplier Diversity Program strengthens the company by partnering with diverse suppliers, including minority, women, veteran, and service-disabled veteran-owned businesses. PECO's Diverse Business Empowerment Program engages with diverse suppliers through trade shows and advocacy groups. In addition, PECO is an active member of organizations like the Eastern Minority Supplier Development Council and the Greater Hispanic Chamber of Commerce. The 2nd Tier Spend Program enhances opportunities for small businesses to partner with PECO through prime suppliers, stimulating the local economy and supporting emergency response efforts with innovative solutions.

## Thought Leadership



In 2024, PECO was recognized by Site Selection Magazine for its role in supporting economic growth and job creation in southeastern Pennsylvania, marking our 14th award from the magazine. PECO secured 16 new commercial projects, added over four thousand jobs, and contributed more than \$10 billion in local investment. The new "Connecting your Business" package helps developers request services and maintain safety. PECO also proactively supports developers in underserved areas. These efforts enhance community development, create job opportunities, and attract large-scale projects, benefiting the entire region.



## Recognizing Our Accomplishments

PECO's HR Department won the 2024 HR Department of the Year award, highlighting its commitment to a diverse workforce, an inclusive workplace, accessibility, and a workplace focused on high performance, engagement, and accountability, making PECO an employer of choice.

## Engaging Potential Employees

PECO hosted its ninth annual PECO Innovator of the Year Awards, showcasing projects and individuals that are propelling PECO into an ever-evolving future. This past year, the Workforce Development team received the Innovation Trailblazer Award for creating the Junior Infrastructure Academy and the EC Gas Mechanics Lab, both aligned with PECO's innovation pillars: inspiration, ideation, investigation, and implementation.



# PHI: Atlantic City Electric, Delmarva Power, and Pepco

Atlantic City Electric, Delmarva Power, and Pepco serve approximately two million electricity customers across the Delaware, Maryland, New Jersey, and D.C. regions under the PHI operating company.

PHI prioritizes being viewed as an Employer of Choice by fostering an inclusive workplace and driving high employee engagement. We take a “One Exelon” approach to development and engagement efforts across the organization, providing consistency and innovation to support talent needs within operating companies. We focus on achieving results, driving a sense of purpose, emphasizing continuous learning, and fostering a culture of accountability. Our leadership actively creates inclusive work environments and upholds high standards. Leaders in each of our regions run ongoing culture initiatives that include leadership training and mentoring, employee events, and continuous feedback sessions.

## Diverse Workforce



PHI maintains various workforce development initiatives to positively impact underserved and under-resourced communities across our service territory. Our efforts focus on growing a workforce reflective of the communities we serve. We have expanded our infrastructure academies in economically challenged communities and continuously build new academies to transform the communities we serve while developing our talent pipeline.

Atlantic City Electric has seen 41 graduates from its Atlantic City Infrastructure program and launched the STEM Summer Camp at Rowan College. The summer camp introduced students to PHI leadership and STEM education and provided scholarships for the participating students. Over 20 students completed the Powering the Workforce Utility Training Program in the Delmarva Power region, with an additional 10 high school seniors completing the Path to Success program.

In collaboration with the Maryland Center for Construction Education & Innovation, Pepco served as the presenting sponsor for the Maryland Construction Career Day, an immersive infrastructure career awareness event for over one hundred middle and high school students. Pepco also launched an eight week boot camp at Montgomery County Community College to prepare students for pre-employment testing and provide work-ready skills.

## Inclusive Workplace



PHI's EmPower Program helps to prepare highly motivated individual contributors interested in developing leadership skills and entering leader roles. The program aims to engage participants in a series of experiences and training sessions to prepare them for positions with greater responsibility and strengthen their influence across the organization. In 2024, 82 participants completed the program.

# 41

graduates from ACE's Atlantic City Infrastructure program

# 82

participants completed PHI's EmPower Program in 2024

# 100

middle and high school students participated in Pepco-sponsored Maryland Construction Career Day

## Community Partnerships



Pepco supports the Energizing Student Potential (ESP) program, a STEM-focused initiative for third to twelfth-grade students. This program provides teacher training, classroom resources, hands-on energy kits, and mini-grants to schools across D.C., Montgomery County, and Prince George's County. ESP fosters STEM education, energy literacy, and workforce development, helping students understand energy use, conservation, and career pathways in the energy sector. The program includes energy audits, student leadership opportunities, and an Exelon Innovation Challenge, engaging students in real-world energy problem-solving. This investment aligns with Pepco's commitment to expanding STEM opportunities, closing educational gaps, and preparing the next generation for careers in energy and technology.

The Atlantic City Electric Sustainable Communities Grant Program supports environmental and resiliency projects in municipalities within the ACE service area. In 2024, \$35,000 was allocated to seven municipal projects focused on environmental stewardship and two on community resiliency.

Delmarva Power supports multiple programs with the Latin American Community Center (LACC) in Wilmington, Delaware. LACC serves over 25 thousand individuals annually and provides education, advocacy, and empowerment programs for the Latino community. LACC continues to grow, enhancing bilingual services, workforce development, and ESL programs while addressing community issues such as poverty, housing instability, and health advocacy.

## Diverse Business Empowerment



In 2024, PHI made significant investments in diverse suppliers across our operations, spending approximately \$647 million on goods and services from diverse suppliers. This reflects our continued dedication to supporting businesses and promoting economic inclusion within our service areas.

## Thought Leadership



For nearly 15 years, Pepco has maintained a Community Ambassador program to make sure our customers are up to date with information on their energy concerns, including energy assistance, conservation and renewable energy solutions. These dialogues provide a forum for Pepco to listen to customers' concerns and respond promptly through the utility Advisory Neighborhood Commission programs.

Today, these ambassadors are more important than ever as Pepco strives to maintain positive dialogue through its advisory programs.





Please refer to [Exelon's EEO-1 Report](#) for additional workforce disclosures.

Please refer to the [Exelon Sustainability Report](#) for additional information on Environmental, Social, and Governance.

Please refer to [Exelon's Proxy Statement](#) for additional company information.