exelon℠

# Exelon Sustainability Report 2024

Powering a cleaner and brighter future

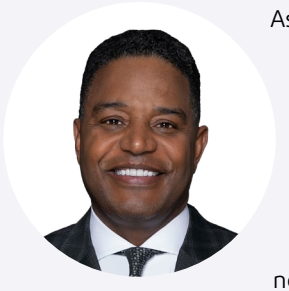
# Table of Contents



## Cautionary Statements Regarding Forward-Looking Information

This report contains certain forward-looking statements within the meaning of federal securities laws that are subject to risks and uncertainties. Words such as "could," "may," "expects," "anticipates," "will," "targets," "goals," "projects," "intends," "plans," "believes," "seeks," "estimates," "predicts," "should," and variations on such words, and similar expressions that reflect our current views with respect to future events and operational, economic, and financial performance, are intended to identify such forward-looking statements. Accordingly, any such statements are qualified in their entirety by reference to, and are accompanied by, the following important factors that may cause our actual results or outcomes to differ materially from those contained in our forward-looking statements, including, but not limited to: unfavorable legislative and/or regulatory actions; uncertainty as to outcomes and timing of regulatory approval proceedings and/or negotiated settlements thereof; environmental liabilities and remediation costs; state and federal legislation requiring use of low-emission, renewable, and/or alternate fuel sources and/or mandating implementation of energy conservation programs requiring implementation of new technologies; challenges to tax positions taken, tax law changes, and difficulty in quantifying potential tax effects of business decisions; negative outcomes in legal proceedings; adverse impact of the activities associated with the past deferred prosecution agreement and now-resolved U.S. Securities and Exchange Commission (SEC) investigation on Exelon's and ComEd's reputation and relationships with legislators, regulators, and customers; physical security and cybersecurity risks; extreme weather events, natural disasters, operational accidents such as wildfires or natural, gas explosions, war, acts and threats of terrorism, public health crises, epidemics, pandemics, or other significant events; disruptions or cost increases in the supply chain, including shortages in labor, materials, or parts, or significant increases in relevant tariffs; lack of sufficient capacity to meet actual or forecasted demand or disruptions at power generation facilities owned by third parties; emerging technologies that could affect or transform the energy industry; instability in capital and credit markets; a downgrade of Exelon's or any of its subsidiaries' credit ratings or other failure to satisfy the credit standards in Exelon's or any of its subsidiaries' agreements or regulatory financial requirements; significant economic downturns or increases in customer rates; impacts of climate change and weather on energy usage and maintenance and capital costs; and impairment of long-lived assets, goodwill, and other assets. New factors emerge from time to time, and it is impossible for us to predict all of such factors, nor can we assess the impact of each such factor on the business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements. For more information, see those factors discussed with respect to the most recent Annual Report on Form 10-K filed by Exelon, ComEd, PECO, BGE, PHI, Pepco, DPL, and ACE (each, as defined below and, collectively, the Registrants), including in Part I, ITEM 1A, any subsequent Quarterly Reports on Form 10-Q, and in other reports filed by each of the Registrants from time to time with the SEC. Readers are cautioned not to place undue reliance on these forward-looking statements, which apply only as of the date of this report. Exelon does not undertake any obligation to publicly release any revision to its forward-looking statements to reflect events or circumstances after the date of this report.

# A Message From the CEO



As Exelon turns 25 this year, we are reflecting on our quarter century of impact and innovation. Safe, reliable, resilient, and secure energy systems and infrastructure are among Exelon's non-negotiable priorities. We deliver this industry-leading operational excellence while keeping our customers' bills below the national average through an array of programs and innovations specifically designed to keep the energy we deliver affordable. We continue working toward a cleaner and brighter future for our more than 10.5 million customers, and our 20 thousand employees.

In 2024, our utilities continued performing at high levels, with all utilities achieving top quartile or better performance with respect to outage frequency and duration as compared to our peers. Our dedicated workforce, as well as our ongoing utility infrastructure investment, make this success possible. Capital investment in our infrastructure and systems totaled $7.6 billion in 2024, and our cumulative investment plan of $38 billion from 2025 to 2028 supports the growing needs of customers. In addition, Exelon continues promoting a culture that prioritizes safety through enhanced focus on education and technology to minimize serious injuries and fatalities.

Our Path to Clean program remains on track to reduce operations-driven greenhouse gas (GHG) emissions by 50 percent by 2030 and to achieve net-zero operations by 2050. In 2024, we continued reducing GHG emissions by modernizing our energy infrastructure, using cleaner energy in our facilities and vehicles, and carefully managing our use of sulfur hexafluoride ($SF_6$), an insulating gas.

Path to Clean is also about how we support our customers and communities to reach their goals. Through 2024, our utility Green Power Connection programs have connected 269,543 customers and 4,144 megawatts (MW) of local customer solar and renewable energy to the grid. Our utility energy efficiency programs have saved our customers 26.2 million megawatt hours (MWh), equivalent to avoiding over 8.7 million metric tons of GHG emissions.

We have continued focusing on workforce development, and in 2024, we invested more than $26 million to support our industry-leading workforce development programs, including Exelon's infrastructure academies. These programs bring employment opportunity to our communities while strengthening the energy workforce for the future.

Exelon continues providing economic opportunities in our service territories through our Community Impact Capital Fund. Since the Fund's establishment in 2022, we have invested more than $16 million in 16 businesses located in our service territories. This is in addition to our longstanding Diverse Business Empowerment program, which continues to provide opportunities for diverse suppliers to compete with over $1 billion spent directly with diverse suppliers local to Exelon's service territories in 2024.

This year, Exelon's Charitable Giving programs have benefited nearly 1,500 nonprofit organizations, with almost 40 percent of our total $38 million of corporate and Exelon Foundation giving focused on education. Our employees engaged in a wide array of volunteer opportunities, logging 154,120 hours supporting local nonprofits in education, community, environmental, health, and social services efforts.

We remain committed to being the premier utility employer, focusing on employee safety and engagement, providing a culture of belonging, and driving innovation. We cannot make this journey a success without our customers, communities, employees, external stakeholders, and investors. We look forward to working with you to build a cleaner and brighter future in 2025 and beyond.

Sincerely,

**Calvin Butler**
President and Chief Executive Officer

# About Exelon

Exelon Corporation (Nasdaq: EXC) is a Fortune 200 company and one of the nation's largest utility companies by customer count, serving more than 10 million customers through six fully regulated transmission and distribution (T&D) utilities—Atlantic City Electric Company (ACE), Baltimore Gas and Electric Company (BGE), Commonwealth Edison Company (ComEd), Delmarva Power & Light Company (DPL), PECO Energy Company (PECO), and Potomac Electric Power Company (Pepco). In addition to the electric T&D services provided by all of our utilities, three of our utilities (PECO, BGE, and DPL) also provide natural gas service.[1] In 2024, 92 percent of utility revenues were derived from electric operations and 8 percent from natural gas operations.


Exelon by the Numbers →

2024 Sustainability Report Approach →

Exelon Service Territories →

Exelon Performance Data 2022–2024 →

Key Sustainability Topics →

Stakeholder Engagement →


**Powering a cleaner and brighter future for our customers and communities**

Exelon's purpose statement underscores our commitment to advancing a better, more sustainable energy future and our commitment to continuously improving the lives of those we serve. We have the opportunity and responsibility to help lead the energy transition, creating a safer, cleaner, and more equitable future for all.

exelon℠

## Exelon Family of Companies

atlantic city electric℠ AN EXELON COMPANY

delmarva power℠ AN EXELON COMPANY

bge℠ AN EXELON COMPANY

peco℠ AN EXELON COMPANY

comed℠ AN EXELON COMPANY

pepco℠ AN EXELON COMPANY

[1] Since its separation from Constellation Energy on February 1, 2022, Exelon does not own any electric power generation resources.

# Exelon by the Numbers[2][3]

**9.3 million**
electric utility customers

**1.4 million**
natural gas customers

**21.6 million**
people in utility service territories

**20,014**
full- and part-time employees

**25,550**
square miles of service territory

**100%**
Environmental Management System (EMS) certification

**153,094**
miles of electric distribution lines

**92%**
revenue derived from electric operations

**8%**
revenue derived from natural gas operations

**99%**
electricity customers with smart meters

**97%**
natural gas customers with advanced meters

**26.2 million**
cumulative MWh saved through utility customer energy efficiency programs

**269,543**
customers with distributed energy connected

**$38 million**
in charitable giving

**154,120**
employee volunteer hours

**9,402**
acres of 3rd party certified habitat

**11,189**
miles of electric transmission lines

**357,538**
electric vehicles operating in our service territories

[2] The number of total service territory square miles counts a square mile that includes both electric and natural gas services as a single square mile.
[3] The total service territory population counts an individual who lives in a region with both electric and natural gas services as a single individual.

# 2024 Sustainability Report Approach

The 2024 Exelon Sustainability Report (ESR) details our company's programs and performance in the areas of economic, social, governance, and environmental initiatives. Activities and performance disclosed in this report reflect Exelon's business as reported in our official financial filings. We are committed to reporting on our sustainability performance annually. Unless otherwise noted, this report presents information and data that reflect the post-separation footprint of the T&D utilities business for the reporting period of January 1, 2024 through December 31, 2024.[4]

We recognize that many stakeholders appreciate the presentation of three years of performance data to understand trends. We have recast prior data for the portion of 2022 during which Constellation Energy's operations were still part of Exelon to isolate Exelon's utilities and provide comparative data. Where applicable, footnotes indicate our approach to recasting that data.[5] In some instances, this report may refer to four rather than six utilities at Exelon. These references occur in instances where we track the performance of Pepco Holdings, LLC (PHI) as a whole, rather than its three subsidiary utilities (ACE, DPL, and Pepco).

Exelon aspires to follow voluntary sustainability reporting best practices, including aligning with the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD). We considered the International Sustainability Standards Board's 2023 S1 and S2 frameworks in alignment with TCFD. We engaged with an accredited third-party greenhouse gas (GHG) verifier, Lloyd's Register Quality Assurance, Inc., to provide verification of our 2024 GHG emission inventory to a reasonable assurance level for Scope 1 and 2 GHG emissions and to a limited assurance level for relevant Scope 3 GHG emissions.

Verifications are performed in accordance with The Climate Registry General Reporting and Electric Power Sector protocols and/or the GHG Protocol and International Standards Organization (ISO) 14064 standards for the performance of GHG emission verifications. Verification statements, with additional details on verification standards and approach, are available on our website and cover Exelon's post-separation footprint (T&D utilities) and related corporate operations. Exelon's Board of Directors reviews our annual ESR prior to publication, in addition to the Editorial Board, a cross-functional team of leaders who guide development of the ESR.

[4] On February 1, 2022, the power generation and competitive energy marketing business that had previously been part of Exelon became a separate publicly traded company (Constellation: ticker CEG). Information on Constellation is outside of the scope of this report.

[5] This report does not discuss how recast data for the post-separation Exelon footprint compares to the pre-separation footprint that included Constellation's competitive power generation and customer-facing energy businesses.

# Exelon Service Territories[6]

## comed℠
AN EXELON COMPANY

**4.1 million**
Electric customers

2024 Rate Base: **$21.3 B**
Territory: **IL**
Main City: **Chicago**
Population: **2.6 M**

## bge℠
AN EXELON COMPANY

**1.3 million**
Electric customers

**0.7 million**
Gas Customers

2024 Rate Base: **$10.5 B**
Territory: **MD**
Main City: **Baltimore**
Population: **0.6 M**

## peco℠
AN EXELON COMPANY

**1.7 million**
Electric customers

**0.6 million**
Gas Customers

2024 Rate Base: **$12.2 B**
Territory: **PA**
Main City: **Philadelphia**
Population: **1.6 M**

## pepco℠
AN EXELON COMPANY

**1.0 million**
Electric customers

2024 Rate Base: **$7.8 B**
Territory: **MD, D.C.**
Main City: **Washington, D.C.**
Population: **0.7 M**

## atlantic city electric℠
AN EXELON COMPANY

**0.6 million**
Electric customers

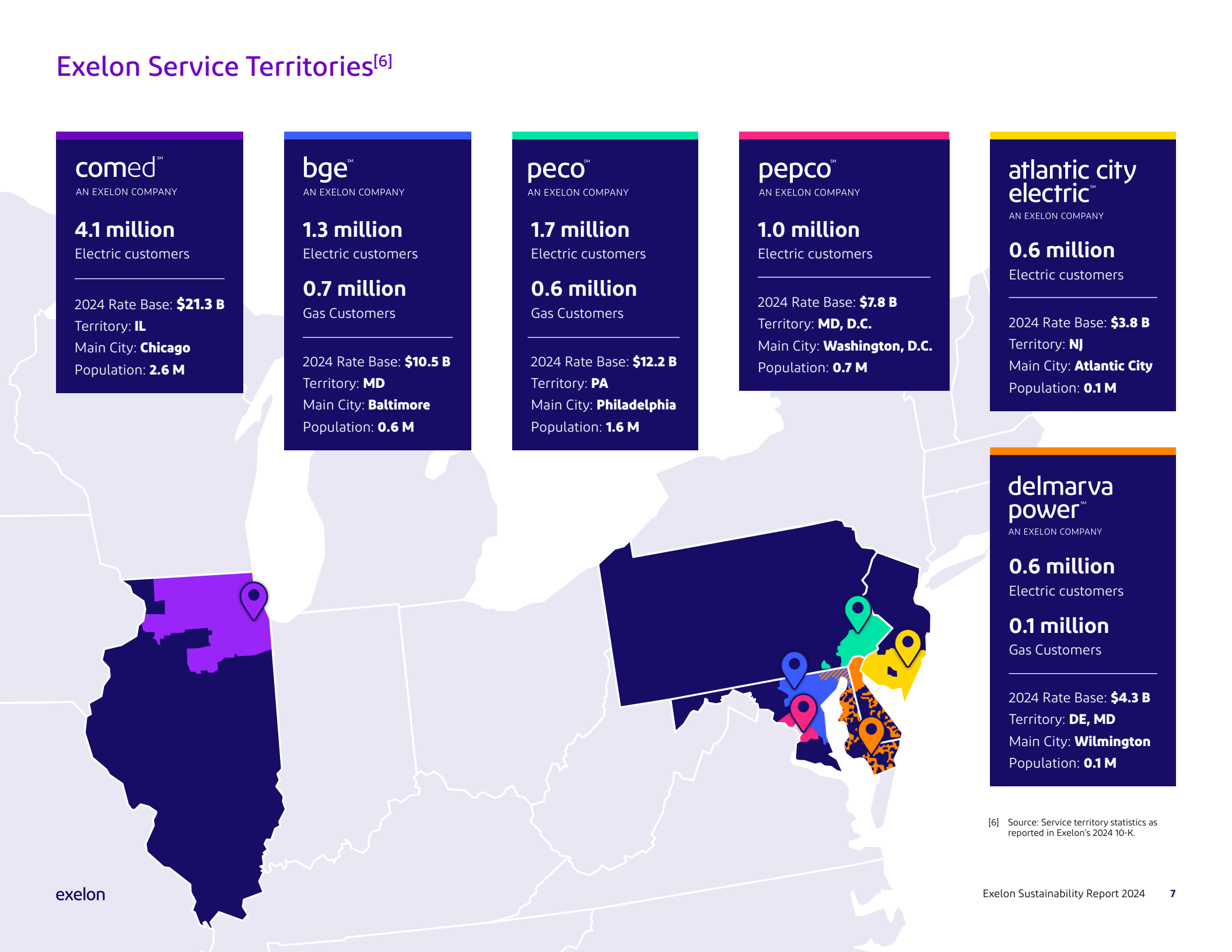
2024 Rate Base: **$3.8 B**
Territory: **NJ**
Main City: **Atlantic City**
Population: **0.1 M**

## delmarva power℠
AN EXELON COMPANY

**0.6 million**
Electric customers

**0.1 million**
Gas Customers

2024 Rate Base: **$4.3 B**
Territory: **DE, MD**
Main City: **Wilmington**
Population: **0.1 M**



[6] Source: Service territory statistics as reported in Exelon's 2024 10-K.

# Exelon Performance Data 2022–2024[7]

Click on the hyperlinks embedded in the headers of this table to read the report sections on each topic. These sections provide additional context and definitions for the data, including whether higher or lower numbers indicate relatively better or worse performance for each metric.

| Topic | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Financial and Business Results** | | | |
| **Operating revenues** (in millions, USD) | $19,078 | $21,727 | $23,028 |
| **Operating expenses** (in millions, USD) | $15,761 | $17,714 | $18,721 |
| **Net income from continuing operations after income taxes** (in millions, USD) | $2,054 | $2,328 | $2,460 |
| **Net income per average common share from continuing operations (GAAP)** (diluted) | $2.1 | $2.3 | $2.5 |
| **Adjusted (non-GAAP) operating earnings** | $2.3 | $2.4 | $2.5 |
| **Customers** | | | |
| Cumulative Exelon Utility Customer Energy Efficiency (EE) Program Savings[8] | | | |
| Customer EE savings (in millions, MWh) | 24.8 | 27.2 | 26.2 |
| GHG emissions avoided by EE programs (in millions, metric tons $CO_2e$) | 9.5 | 10.1 | 8.7 |
| Green Power Connection | | | |
| Customer renewables connected (MW) | 3,089 | 3,515 | 4,144 |
| Customers with renewables systems connected (in thousands) | 200.1 | 237.0 | 269.5 |
| Customer Satisfaction Index (Measured on a scale from 0–10, 10 being best) | | | |
| BGE | 8.2 | 8.0 | 7.8 |
| ComEd | 8.2 | 8.1 | 8.1 |
| PECO | 8.1 | 8.1 | 7.9 |
| PHI | 7.9 | 7.8 | 7.8 |
| Reliability—System Average Interruption Frequency Index (SAIFI)[9] | | | |
| BGE | 0.7 | 0.7 | 0.6 |
| ComEd | 0.4 | 0.4 | 0.4 |
| PECO | 0.6 | 0.6 | 0.7 |
| PHI | 0.6 | 0.5 | 0.5 |
| Reliability—System Average Interruption Duration Index (SAIDI)[10] | | | |
| BGE | 66 | 60 | 67 |
| ComEd | 29 | 26 | 27 |
| PECO | 55 | 56 | 60 |
| PHI | 52 | 49 | 48 |

| Topic | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Communities** | | | |
| Corporate and foundation giving (in millions, USD) | $48 | $59 | $38 |
| Volunteer hours (in thousands) | 126.5 | 135.8 | 154.1 |
| Direct diverse supplier spend (in billions, USD) | $2.0 | $2.2 | $2.0 |
| **Workplace Safety** | | | |
| EEI Serious Injury Incidence Rate[11] | 0.06 | 0.09 | 0.02 |
| **Climate Change and Environment[12]** | | | |
| Total corporate GHG emissions (Scope 1 and 2, location-based, in thousands, metric tons $CO_2e$) | 5,346 | 4,770 | 4,017 |
| Total corporate GHG emissions (Scope 1 and 2, market-based, in thousands, metric tons $CO_2e$) | 5,756 | 5,342 | 4,626 |
| Total water use (in millions, gallons per year) | 80.0 | 60.2 | 61.6 |
| Path to Clean goal breakdown | | | |
| Progress towards 2030 Operations-driven GHG reduction goal[13] | 34% | 39% | 41% |
| Operations-driven GHG emissions (Scope 1 and 2 market-based, in thousands, metric tons $CO_2e$) | 556 | 513 | 492 |
| GHG emissions associated with system losses (Scope 2 market-based, in thousands, metric tons $CO_2e$) | 5,200 | 4,830 | 4,134 |
| Total Scope 3 GHG Emissions (in thousands, metric tons $CO_2e$)[12] | 91,607 | 84,514 | 79,721 |

[7] Performance data reflects Exelon's footprint for the reporting period. Financial, community, safety, and environmental data for 2022 was recast to reflect Exelon's current corporate boundary, excluding Constellation, and may differ from reports prior to separation. See further discussion in the 2024 Sustainability Report Approach section of this report.

[8] MWh savings are estimated and subject to future independent evaluation in several of Exelon's service territories. Future jurisdictional evaluation reports for each Exelon utility may affect final total MWh savings and can be consulted for final values once publicly available.

[9] SAIFI captures the average number of non-monetary interruptions experienced per customer per year.

[10] SAIDI captures the average number of minutes, or the duration, of interruptions experienced per customer per year.

[11] The EEI Serious Injury Incidence Rate is a benchmarkable metric of significant and fatal injuries shared by EEI member companies and includes injuries related to both high- and low-energy events.

[12] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions.

[13] The 2030 Operations-driven GHG reduction goal represents the percent reduction achieved compared to our 2015 baseline, and reflects market-based accounting.

# Key Sustainability Topics

Exelon's commitment to sustainability is central to our mission of powering a cleaner and brighter future for our customers and communities. By upholding the highest ethical standards, operational excellence, and environmental stewardship, we provide a sustainable business for customers, employees, and communities, while creating lasting value for shareholders.

GRI defines material, or "key" topics, as those that represent the organization's most significant impacts on the economy, environment, and people, including impacts on human rights. As we updated our key sustainability topics list for the 2024 ESR, we considered the following:

- Engagements with customers, communities, policy leaders, investors, and employees
- Surveys and requests for sustainability information
- Shareholder proposals in our industry
- Edison Electric Institute (EEI) surveys of large utility investors
- Electric Power Research Institute (EPRI) Priority Sustainability Issues for the Electric Power Industry
- Peer company disclosures identified through benchmarking of best practices
- Media and stakeholder reviews of our company and our sector
- Our impacts on the environment and society as well as the impacts of sustainability topics on our business
- Our stakeholder engagement dialogue with Ceres, a nonprofit organization advocating for sustainability leadership
- Sustainability disclosure and rating frameworks including GRI, SASB, CDP, TCFD, MSCI, the Corporate Sustainability Assessment (CSA)/S&P Global Dow Jones Best-in-Class Indices, Sustainalytics, the Climate Action 100+ Benchmark, and the Corporate Sustainability Reporting Directive (CSRD)

## Sustainable Development Goals

We continue to align our business with global sustainability initiatives, particularly the United Nations Sustainable Development Goals (SDGs). The 17 goals and 169 targets provide a framework for governments, businesses, and organizations to advance sustainable development.


## Exelon's Four Priority SDGs

Exelon's business and sustainability activities indirectly address nearly all the goals. Our primary focus is on four priority SDGs that most directly align with our business.


We discuss this alignment in more detail in the Delivering Sustainable Value section and in the table on the following page, where we map the SDGs to our key sustainability topics. We list our sustainability topics alphabetically.

| Key Sustainability Topics | Relevant SDGs | Importance |
|---|---|---|
| **Climate Transition Planning** | | |
| **GHG Emissions** | **7, 9, 13** | GHG emissions drive climate change and must be rapidly reduced. Through Exelon's Path to Clean, we are working toward net-zero operations by 2050. |
| **Clean Energy Transition** | **11, 13** | Exelon is working toward an equitable energy transition, which includes transforming our energy delivery systems to reduce emissions, facilitate electrification, and support our customers and communities as they seek cleaner energy and more efficiency. |
| **Safely Powering Reliability and Resilience** | | |
| **Cybersecurity and Physical Security** | **9** | Protection of customer information and Exelon's electronic and physical assets is paramount, as our energy delivery systems represent critical national infrastructure. |
| **Energy System Resilience** | **7, 9, 11** | As electrification increases, more people rely on the electric system for more of their daily needs. System resilience therefore continues to be of immense importance while climate change continues to make operating conditions more challenging. |
| **Advancing Clean Energy and Affordable Energy Choices** | | |
| **Energy Affordability** | **7** | Reasonably priced energy and delivery services are important to our customers' wellbeing and support the local economies in which our customers live and work. |
| **Energy Supply** | **7** | We must maintain access to adequate and affordable generation resources to meet increasing demand across the electric system. |
| **Clean Energy Supply Shift** | **7, 13** | Investments in technology and the T&D system build a smarter power grid that enables delivery of safe, reliable, secure, and lower-carbon energy. |
| **Beneficial Electrification** | **9, 13** | Beneficial electrification reduces GHG emissions and local air pollution while providing strategic utility growth opportunities across the economy. |
| **Energy Demand and Use Shift** | **7, 9, 13** | Through new technologies, innovative customer programs, and education, we promote affordable and equitable customer options and enhance customer satisfaction. |
| **Service to Customers** | **7** | Providing reliable service and empowering customers to buy, manage, and use energy more efficiently and cost-effectively is core to our mission. |
| **Supporting Communities** | | |
| **Community Vitality** | **4, 8** | Exelon supports local communities in many ways, including philanthropy, job creation, workforce development, education, and utilization of local and diverse suppliers. |
| **Environmental Equity** | **3, 10, 11** | Exelon seeks to help enable all our customers, business partners, and communities to benefit from social, environmental, and economic progress. |
| **Public Health and Safety** | **3** | Exelon takes seriously its responsibility to operate in a manner that protects the health and safety of the public during routine operations and emergency events. |
| **Nature and Stewardship** | | |
| **Habitat and Biodiversity** | **6, 14, 15** | Exelon utility service territories encompass unique habitats, ecosystems, and natural resources with significant biodiversity and community resource value. |
| **Water Management** | **6** | Exelon seeks to conserve and protect water resources through proactive management of stormwater, mitigation of potential environmental impacts, and restoration and enhancement of natural watersheds. |
| **A Safe, Innovative, and Rewarding Workplace** | | |
| **Employee Belonging** | **5, 8, 11** | Our commitment to inclusion strengthens our ability to attract, retain, and advance employees who represent and serve our customers, business partners, and communities. |
| **Employee Engagement** | **8** | To support and retain our talent, we must create an environment where our employees can perform well, achieve their highest potential, and have rewarding experiences. |
| **Health, Safety, and Wellness** | **3** | We are dedicated to safety. We continuously act to minimize workforce exposure to potential hazards, as well as to support employee mental and physical wellness. |
| **Workforce Development** | **4, 8** | Exelon invests in current and prospective employees through trainings and partnerships, which helps us to build and maintain a skilled and reliable workforce, and support economic empowerment in our communities. |
| **Corporate Governance** | | |
| **Corporate Governance and Ethics** | **14** | An ethical culture with strong corporate governance and risk management oversight is critical to maximizing Exelon's operational results, reducing risks, and maintaining compliance with applicable laws and regulations. |
| **Policy Engagement** | **13** | Exelon engages with policymakers to advance solutions that support our business interests, provide value to customers, and create desirable outcomes for stakeholders. |
| **Sustainable Supply Chain** | **12** | We work with our suppliers and industry peers to build a sustainable supply chain that delivers quality products and services, supports local and diverse businesses, incentivizes environmental performance, upholds human rights, and strengthens our resilience. |

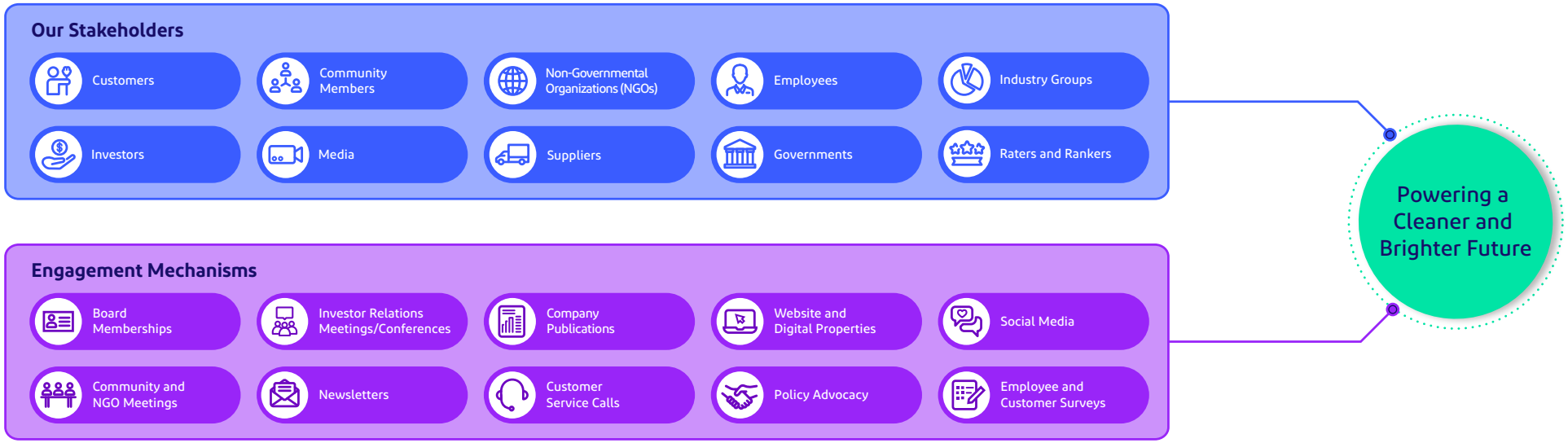
# Stakeholder Engagement

Through regular engagement with our stakeholders, we enhance our understanding of emerging trends, refine our sustainability strategy, and inform our business plans.

We periodically facilitate specialized forums with stakeholder groups to discuss their sustainability interests. Since 2008, we have engaged with Ceres as a member of their Company Network, a coalition of leading companies that are committed to sustainable business practices and policies. Ceres has worked with Exelon to convene external engagements with a variety of stakeholders across sectors and perspectives whose input has strengthened our sustainability strategy. In recent years, our partnership with Ceres has also included support from Ceres staff in the development of our Supplier Code of Conduct, Human Rights, and Environmental Justice Policies.

In March 2024, our Ceres stakeholder engagement focused on equity in the energy system transition. We asked stakeholders to share their priorities for the transition, as well as their views on how Exelon can facilitate outcomes in areas such as access and affordability, environmental justice, investment and growth, energy efficiency and innovation, inclusion and representation, education, empowerment, and related metrics.

We engaged in discussions with S&P Global, an international investment research company, to explore ways to enhance sustainability performance as evaluated by the Corporate Sustainability Assessment (CSA). Their CSA analysis serves as the foundation for inclusion in leading sustainability indices, such as the Dow Jones Best-in-Class North America Index. We also met with CDP to discuss on Exelon's climate change, supplier disclosures, and CDP scoring. Other engagement included a collaborative discussion hosted by a major international investor with peer companies, other investors, and academic and non-profit experts.




Exelon's Investor Relations team regularly engages with investment professionals to discuss our financial and operational performance and facilitates access to Exelon leadership and subject matter experts at investor conferences and other forums. We also provide information on important financial, policy, and market matters at the EEI annual financial conference.

Exelon leadership connects directly with investors to discuss Exelon's governance, compensation, and sustainability practices. In 2024, we contacted the holders of over 50 percent of our shares outstanding with offers to engage. Portfolio managers, analysts, and governance professionals for a significant cross-section of our shareholder base accepted this offer, representing approximately 30 percent of Exelon's outstanding shares.

Feedback received from shareholders and other stakeholder groups is shared with the Board and its committees, as appropriate, on a regular basis throughout the year. In recent years, investors and non-governmental organizations have sought information about sustainability topics, including:

- Climate transition and adaptation planning
- Climate change goals and science-based targets
- Alignment of our corporate advocacy and industry association membership with national and international climate change goals
- Voluntary reporting standards, such as SASB and TCFD
- Human capital and social equity issues
- Nature and natural resource stewardship
- Links between compensation and environmental, social, and governance performance

Exelon regularly surveys our customers to better understand their interests in our operations, service, and performance. Our operating companies participate in dozens of local stakeholder engagements related to community and jurisdiction areas of interest each year. We also survey customers in each of our service territories to gauge customer satisfaction, which is paramount.

In addition to outreach through our Supplier Code of Conduct as described in our Sustainable Supply Chain section, Exelon's Supply organization engages with our key suppliers on GHG emissions and opportunities to reduce Scope 3 emissions. This includes sharing Exelon's Path to Clean plan, setting expectations for suppliers to reduce their GHG emissions, and helping Exelon and the Sustainable Supply Chain Alliance refine estimation methods for several Scope 3 GHG emission categories (e.g., purchased goods and services, and capital goods).

# Delivering Sustainable Value as the Premier T&D Utility

Exelon works to safely power a cleaner and brighter future for our customers and communities. As one of the nation's largest transmission and distribution (T&D) companies, we have the people, size, scale, and resources to lead the energy transition and power the economic well-being of the large and diverse areas we serve. The energy industry is experiencing an unprecedented period of growth. The demand for electricity is rapidly accelerating and threatens to outpace supply, creating friction in the energy transition. In response, we plan to invest $38 billion over the next four years to strengthen and modernize the T&D system, enabling increased electrification and integrating renewable energy into the grid, while enhancing reliability and resilience to decrease the potential adverse impacts of climate change on our systems.


Exelon's Business Model and Regulatory Framework →

Exelon's Business Strategy →

Exelon's Transmission Strategy →

Building Value Through Technology →

Economic Development →

Operational Excellence →

Supporting a Clean Energy Policy Transition →


exelon

## Industry Drivers

The energy industry is in flux with several major drivers reshaping grid and customer expectations.

**Demand growth has been sudden and significant**. The rapid increase in electricity demand is largely driven by the proliferation of data centers powered by artificial intelligence (AI) and cloud computing technologies. Latest forecasts from PJM show a 30 gigawatt (GW) increase in peak summer demand by 2030, 10 percent higher than the prior year's forecast.[14] This surge in electricity consumption is putting pressure on the power grid, particularly in regions like the Mid-Atlantic, where there is not sufficient energy supply to meet expected demand, leading to higher prices. As the energy sector responds to changes in demand growth, the integration of AI represents both a challenge and an opportunity to advance clean energy solutions and enhance grid operations, while enabling important national security objectives.

[14] McGovern, J. (2025, February 13). PJM 2025 Long Term Load Forecast Report. https://insidelines.pjm.com/2025-long-term-load-forecast-report-predicts-significant-increase-in-electricity-demand/.

**Concerns about energy supply being sufficient to meet demand are rising** due to a mix of factors: load growth from data centers and electrification, the changing generation stack as the energy sector transitions to renewable sources, and shifting weather patterns along with the increasing frequency of extreme weather events. With the retirement of fossil fuel generation and the addition of variable resources like renewables, energy generation is not matching the pace of growing demand. This creates power supply reliability and resilience challenges that will require collaborative and innovative solutions. Transmission remains a critical piece to connect areas of high power production to areas of high energy demand.

**Changes in federal policy, combined with significant energy demand growth**, will likely change the pace and course of the energy transition. All of the states where Exelon operates have set state-level greenhouse gas (GHG) emissions reduction goals and targets, and most have established or are establishing policies and programs to achieve them. Climate policy action includes renewable portfolio or clean energy standards and technology adoption goals or aspirations (such as zero-emission vehicle sales targets). Many jurisdictions have also begun to explore measures such as facility energy codes and performance standards to reduce emissions, for example through efficiency, electrification, and the use of lower-carbon gases. Changes in federal policy, combined with significant energy demand growth, will likely change the pace and course of the energy transition.

**Distributed energy resources (DERs) are expected to grow** by over two hundred GW across the U.S. from 2024 to 2028, according to Wood McKenzie.[15] The declining cost of solar and battery storage increases DER accessibility for a broader range of consumers. Federal Energy Regulatory Commission (FERC) Order 2222, which aims to remove barriers for DER participation in wholesale markets, is expected to further accelerate deployment. Climate change-related events are also increasingly driving DER investments for grid reliability and resilience benefits. The Federal Emergency Management Agency's resiliency grants, which cover solar, microgrids, and storage, received record applications in recent years evidencing broad interest in DERs as a tool for resilience. The continued growth of DERs underscores the importance of modernizing grid infrastructure and developing innovative solutions to integrate these resources effectively.

**Electrification is still expanding but at a slower pace**. Electric vehicle (EV) adoption is growing, and while we anticipate policy shifts to influence near-term EV dynamics, we still expect increasing vehicle electrification in our service territories over the long term. EVs already make up approximately 10 percent of U.S. vehicle sales as consumers increasingly consider them as viable options that offer environmental benefits and long-term cost savings. However, consumer preferences continue to evolve, with many potential buyers still weighing EV benefits and drawbacks. This ongoing dynamic underscores the need for continued investment in infrastructure, policy support, and technological advancements to effectively integrate increasing electrification and EVs.

**Customers have heightened expectations for energy reliability and resilience**, while seeking greater control over their energy usage, increased customization, and improved convenience. Some customers are choosing advanced technologies such as EVs, batteries, and smart building devices. Early customer experiences may impact the rate of adoption as product and service manufacturers adapt their offerings to customer feedback. Customers also expect reliable and resilient energy during physical and cybersecurity events. In addition, customers want energy that is clean, but may not be willing or able to pay the additional costs if clean energy is more expensive.

**Affordability and equity remain central concerns** for customers, utilities, and regulators as they navigate the energy transition. Electric and gas supply prices have been volatile in recent years, and concerns about the sufficiency of energy resources have resulted in high capacity auction prices, raising customer bills. Energy delivery rates have increased due to grid investments focused on improving reliability, addressing aging infrastructure, and supporting state-specific goals like energy efficiency programs. Customer energy usage has also increased due to changing weather patterns, with hotter summers and winter cold snaps. The combination of these factors has raised affordability concerns, making it important to balance customer interests in clean, reliable, and affordable energy with the cost of energy.

[15] Walton, R. (2024, July 3). US to add 217 GW of distributed energy resource capacity through 2028, Wood Mackenzie projects. https://www.utilitydive.com/news/wood-mackenzie-sees-217-gw-new-distributed-energy-resources-2028/720581/.

**New high-density loads, like data centers and fleet EVs, present an opportunity** to drive economic development and share the cost of the grid justly and equitably across a larger customer base through prudent and collaborative planning. Ensuring that the benefits of the energy transition, such as cleaner air and lower energy costs, are equitably distributed also remains important. Customers and communities, and policymakers on their behalf, want more involvement in local energy decisions. There is also a need to make sure that all customers have the ability to take advantage of new technologies needed for the energy transition.

### Energy System Transition Risks

As we experience shifts in the energy supply mix, the amount of energy used, and the manner in which energy is consumed, we have identified several key categories of risk for which we are monitoring and preparing.

**Energy Transition Risk:** Challenges associated with meeting decarbonization timelines and pathways could lead to missed GHG reduction targets intended to limit the impacts of climate change. Utilities must work with stakeholders to provide perspectives about the manner, speed, and cost-effectiveness of evolving energy systems to meet climate transition goals while also prioritizing affordability, reliability, equity, and other community-specific concerns.

**Grid Reliance Risk:** Exelon is preparing for greater reliance on our energy delivery systems due to load growth from electrification, data centers, hydrogen production, and the proliferation of DERs. Utilities will be asked to use their energy delivery assets in new and dynamic ways to connect load to clean supply while enabling a lower-carbon future. Increased reliance on the grid may also be accompanied by new or increased expectations for reliability and resilience.

**Physical Climate Change Risk:** Hotter temperatures and the increased incidence and severity of extreme weather events, such as cold snaps and tornadoes in ComEd's territory last year, put additional strain on our grid. Wildfires from droughts also pose an increasing climate change threat. While supporting energy supply and demand transition, utilities must simultaneously harden their assets and explore redundancies to drive increased resilience in the face of climate-related changes.

**Affordability and Equity Risk:** We must assess the above risks while prioritizing customer affordability and equity. Addressing these issues for all customers will require cooperation across multiple stakeholders, as they depend on many factors outside of Exelon's control. For additional details on this topic, visit the Energy Affordability section.

Climate change plays a key role in shaping these risks and how we respond to them. The Climate Transition Planning section of this report presents a discussion of our integrated business and climate change strategy using the Task Force on Climate-Related Financial Disclosures (TCFD) reporting framework.[16]

## Exelon's Business Model and Regulatory Framework

Exelon's T&D business assets are the only resources approved in each territory to transmit and distribute electricity and natural gas. As such, we are regulated by state public utility commissions that evaluate customer rates for electric and natural gas consumption. FERC also regulates wholesale electricity rates and our electric transmission rates.

The energy that flows through our assets comes from various sources. We neither own nor operate power generation or natural gas supply sources. Exelon operates in retail choice states that allow competition among energy producers. For customers that do not select a competitive energy supplier, we serve as the default supplier, referred to as the provider of last resort (POLR). For POLR customers, our utilities prudently procure electricity from market auctions, as required by our state public utility commissions. At our three gas utilities, we also contract for natural gas supplies through competitive processes and deliver that natural gas to customers. Typically, larger customers in our service territories select a competitive energy supplier while smaller commercial and residential customers choose POLR electricity supply. The percentages of customers who select competitive energy suppliers versus POLR supply vary, and are significantly influenced by the comparative price of electricity.

[16] In 2023, ISSB absorbed the TCFD. The requirements in ISSB's IFRS S2 are consistent with the disclosures published by the TCFD. For 2024, we have indicated overlap between TCFD and IFRS S2 in the Appendix.

We have collaborated in recent years with our state public utility commissions to develop cost-recovery mechanisms that benefit both our customers and utilities. These mechanisms reduce administrative costs caused by the frequency of traditional rate case filings, provide increased rate and cost recovery predictability, and offer an opportunity to proactively agree upon future investment strategies with our state public utility commissions and other rate case participants. In addition to these cost recovery mechanisms, approximately 78 percent of Exelon's electric and gas distribution revenues are decoupled from the volume of energy we deliver, which can shift with changing weather and customer usage patterns.[17][18] This incentivizes our utilities to focus on investing in the energy system of the future with improved efficiency, which reduces sales volume. Revenue decoupling currently exists at ComEd, BGE, Pepco, DPL (in Maryland only), and ACE.

We engage with FERC on issues pertaining to electric transmission and wholesale electricity markets. This engagement focuses on efficient and fair cost recovery for transmission assets, as well as planning to promote cost-effective and reliable service during the energy transition. As purchasers of interstate natural gas pipeline services regulated by FERC, we also advocate for fair gas transportation rates for our customers.

## Exelon's Business Strategy

The intersection of customer, technology, and policy trends with our business model creates opportunities for Exelon. Our emphasis on reliability, affordability, and speed to market has strategically positioned our regions to compete for growing economic development opportunities that depend on the grid's capacity and performance.

Exelon aims to lead the energy transformation, partner with our customers and communities to minimize transition-related pain points, and connect them to the benefits of the transition. We work with regulators and other stakeholders to combat climate change, implement rapidly changing technology, accommodate customer needs, influence and align with evolving energy policies, and meet heightened expectations for economic and social equity.

To succeed, we must simultaneously address the following strategic focus areas:

- Deliver customer value through improved efficiency, and affordable electrification programs and technologies, rebates, and incentives that help manage energy bills and optimize energy use.
- Strengthen our infrastructure to meet heightened resilience and reliability challenges from climate change; address aging equipment and systems; and prepare for new technology, changing fuel supply, cybersecurity, and physical security threats.
- Modernize energy delivery systems to enhance grid operations and flexibility for increased loads from data centers, electric vehicles, facility electrification, and DERs, and update our gas delivery systems to reduce emissions and accept lower-carbon fuels.
- Invest in communities to promote economic development, advance equity and affordability, and support their sustainability goals.

Our stakeholders' needs are changing, and we are dedicated to collaborating with customers, policymakers, regulators, and investors to drive the energy transformation while enhancing the well-being and prosperity of our customers and communities. Our transmission and delivery systems integrate evolving supply and demand-side energy technologies, including lower-carbon electricity, lower-carbon fuels, DERs, energy efficiency (EE), and beneficial electrification technologies. Our focus is on net-zero emissions outcomes while balancing customer affordability and reliability priorities.

[17] Reflects 2024 electric and gas revenues; ACE implemented the Conservation Incentive Program prospectively effective July 1, 2021, which eliminates the variable effects of weather and customer usage patterns for most customers.

[18] Certain classes for BGE, DPL MD, Pepco, and ACE are not decoupled.

| How Exelon Delivers Sustainable Value | |
|---|---|
| **Industry-Leading Platform** | |
| **Size and Scale** | One of the largest T&D utility companies in the country serving 10+ million customers. |
| **Diversified Rate Base** | Operate across seven different regulatory jurisdictions (including the FERC). |
| **Large Urban Footprint** | Geographically positioned to support the build out of clean energy resources in our densely populated service territories. |
| **Operational Excellence** | |
| **Safely Powering Reliability and Resilience** | Track record of top quartile reliability performance. |
| **Delivering a Top Tier Customer Experience** | Helping customers take control of energy usage while delivering above average value to customers. |
| **Strong Cost Recovery** | ~90 percent of rate base covered by established recovery mechanisms through 2026 or 2027 and ~78 percent decoupled from volumetric risk. |
| **Leading Environmental, Social, and Governance Profile** | |
| **No Owned Power Generation Supply** | Pure-play T&D utility. |
| **Advancing Clean and Affordable Energy Choices** | Building a smarter, stronger, and cleaner energy grid with options that meet customer needs at affordable rates. |
| **Supporting Communities** | Powering the economic health of the diverse communities we serve while advancing social equity. |
| **Financial Discipline** | |
| **Strong Balance Sheet** | Maintaining financial flexibility on balance sheet to firmly support investment grade credit ratings. |
| **Organic Growth** | Reinvestment of free cash to fund utility capital programs with $2.8 billion of equity in plan from 2025 through 2028. |

Energy resources and infrastructure, as well as customer needs and policy environments, may vary across our utility territories and among our communities. A range of energy and technology solutions is needed to deliver decarbonization as cost-effectively as possible while meeting diverse customer and community needs. Our objective is to effectively integrate a multitude of solutions while managing total system cost and customer affordability, maintaining safety and reliability, and reducing risk.

As we lead the energy transition, we will remain focused on world-class energy delivery—the core of Exelon's business—through:

- **Electric distribution** that connects customers to lower-carbon, reliable, and affordable electricity sources through both competitive and bundled energy supply to seamlessly meet their evolving needs and preferences.
- **Gas distribution** that integrates a mix of lower-carbon fuels while providing affordable and reliable energy and added resilience to the overall energy system, particularly during extreme weather periods and for hard-to-abate sectors.
- **Transmission expansion** to support and prepare for increasing reliance on renewable energy, generator retirements, the pace of growing electricity demand, and growing electrification. In addition to longstanding focus areas, including congestion relief, operational performance needs, infrastructure resilience, equipment condition, and customer service.

# Exelon's Transmission Strategy

As states and customers increasingly advocate for clean and reliable energy, transmission system expansion will be critical. Renewable resources often require new or expanded transmission lines to deliver energy to load centers. As fossil fuel plants retire, upgrades will potentially be required to maintain system reliability for our customers.

To meet the needs of the future, we must modernize aging infrastructure, increase transmission capacity, and explore technologies to affordably maintain reliability. We must also consider risk mitigation and management related to climate, physical threats, and cyber attacks. Our transmission strategy is designed to adapt to this new paradigm by developing transmission projects through FERC-approved reliability planning processes, which govern local and regional transmission planning and promote modernization and strengthening of Exelon's transmission system. In its role as the regional transmission organization (RTO), PJM manages regional planning process for transmission expansion, including transmission build within Exelon's service territories. PJM annually develops a Regional Transmission Expansion Plan to maintain system reliability for load growth, generation retirements, generation interconnection requests, transmission system congestion, and operational support. We actively participate in the plan to address both regional and local reliability needs.

In 2024, PJM performed its annual analysis of the future impacts of significant load growth driven primarily by data centers on the transmission system. Results identified the need for transmission investment and verified that our proposed five hundred kilovolt (kV) and 230kV facilities are robust solutions to help address the increased load forecast. In addition, PJM designated new transmission upgrades across all six utilities, which include 138kV, 230kV, and 345kV transmission line rebuilds, reconductoring projects, and substation upgrades to support both local and regional reliability in the near- and long-term.

In addition to the regional planning process, Exelon also identifies investments in transmission systems to address local needs—such as replacing aging infrastructure, asset management and equipment upgrades, operational efficiency, resiliency, and new load customer interconnections—to maintain reliability and enhance system resilience. Grid resilience includes the ability to absorb, adapt to, and recover from a potentially disruptive event, such as severe weather or geomagnetic disturbances.

Exelon continues to work with PJM to implement interconnection queue process reforms. While considering the recent FERC Order 1920, which largely focuses on longer-term, 20-year scenario planning, we will collaborate and coordinate with stakeholders, inclusive of PJM and the states, to identify opportunities to develop, study, and build transmission.

We assess interconnection requests from large load customers—such as data centers and EV battery or solar manufacturing facilities—across the Exelon footprint to identify transmission investments needed to support their integration. These investments promote the economic development of the communities that we serve. PJM reviews these projects and the needs they address through an open and transparent stakeholder process.

Where appropriate, Exelon explores opportunities to utilize grid-enhancing technologies as cost-effective approaches to maintain system reliability. We partner with vendors and research organizations, such as the Electric Power Research Institute (EPRI) and national labs, to develop and test alternative technologies. In 2024, we are piloting technologies such as E3X coating that increases the capacity on existing transmission lines; Dynamic Line Ratings equipment, which allows for monitoring real-time thermal load impacts to be calculated as an input into transmission operations; and advanced conductors such as High Temperature Low Sag Conductors, which improve conductivity and reduce losses.

Through these efforts, Exelon's transmission strategy focuses on investing in cost-effective transmission projects that efficiently and reliably facilitate the changing generation mix and economic growth in the communities we serve.

# Building Value Through Technology

Exelon's culture of driving innovation enables us to shape new solutions and deliver sustainable value while building the energy delivery system of the future. Emerging technologies and business practices drive operational excellence and accelerate the deployment of novel products and services for our customers.

### Expansion of Fiber Optic Cable for Utility Networks

Integrating new technologies, preparing the grid for decarbonization, expanding DERs, and supporting the rise in EV adoption—while meeting current expectations for system reliability and resilience—will require adoption of advanced communications technologies.

Exelon's vision for a communications platform that supports all of the above begins with a backbone network of fiber optic cable. Fiber optic cable is ideal due to its long service life and its ability to support secure communications while having the lowest latency of any communications medium. The high bandwidth available with fiber means massive amounts of information can be moved quickly and securely. This backbone is necessary to support applications that demand at-or-near real-time communications, improve response times for outage alerts, and enable new monitoring and control systems for electric and gas service delivery.

While Exelon's utilities have deployed fiber optic cable for years, the increased network demands of the modern grid will require expanded deployment and fiber extended to every substation. This expansion will allow Exelon to improve physical network security, network redundancy, and service resilience, while expanding grid applications and extending the life of some existing equipment.

As we expand our fiber infrastructure, we seek to provide a positive impact in the communities we serve. For example, we are investigating ways to use excess fiber to support "middle mile" dark fiber services that allow "last mile" internet service providers to reach unserved and underserved communities, as well as communities with limited choice in broadband providers.

In 2023, ComEd and BGE were awarded grants to expand the availability of broadband for unserved and underserved communities in our service territories through the Enabling Middle Mile Broadband Infrastructure Program, administered by the National Telecommunications and Information Administration with funding from the Infrastructure Investment and Jobs Act (IIJA). This important work continued through 2024. BGE and ComEd were two of only five investor-owned utilities to receive grants out of the 38 total grants awarded.

Under this grant, BGE was awarded $15.4 million for a middle mile fiber infrastructure project that will enhance electric grid reliability and resiliency. The project also advances shared local, state, and national goals to increase broadband connectivity, redundancy, affordability, and equity. The grant, along with a 50.1 percent funding match from BGE, will amount to a $30.8 million investment over four years in nearly 70 route-miles of underground middle mile fiber infrastructure.

ComEd was awarded $14.5 million for a middle mile fiber deployment covering the south and west sides of Chicago, enabling the deployment of 30 strategic interconnection points for third-party access and construction of additional fiber capacity to be allocated for last-mile providers. The grant, along with a $69.5 million funding match, will enable 446 miles of fiber to be built.

### Lower-Carbon Fuels

As a T&D energy company, Exelon is preparing to deliver a range of lower-carbon energy options, such as hydrogen and renewable natural gas (RNG), to our customers. To support these efforts, we work with national labs, industry associations, developers, and marketers to understand the emerging technological and economic landscape for these fuels, which have the potential to reduce the overall methane and/or carbon dioxide emissions associated with the gas we deliver to customers.

We have established interconnection standards to use RNG across all of our gas distribution utilities. RNG is produced from the capture, cleaning, and reuse of methane, that would otherwise be released to the atmosphere through decomposition of organic materials from sources like dairies and wastewater treatment plants. BGE's system accepts RNG from Maryland's flagship anaerobic digestion facility, Bioenergy Devco.

Exelon also explores emerging hydrogen technology options via research and development (R&D) partnerships and industry collaborations. Blending natural gas with limited quantities of hydrogen provides a lower-carbon fuel blend that can be delivered through the existing gas infrastructure, helping customers reduce their carbon footprint from energy usage. Exelon's gas utilities are exploring hydrogen blending pilots and developing procedures for blending hydrogen into our natural gas system.

We are engaged in multiple other initiatives related to hydrogen, such as supporting the National Lab HyBlend Consortium, sponsoring the EPRI/GTI Energy Low-Carbon Resources Initiative, and partnering with researchers at the Massachusetts Institute of Technology (MIT), Sandia National Laboratories, and others to develop advanced pipeline coatings to facilitate hydrogen delivery in legacy pipelines.

We are also involved in coalitions to facilitate two national hydrogen hubs located in our service territories: the Mid-Atlantic Clean Hydrogen Hub and the Midwest Alliance for Clean Hydrogen. These hubs are part of the Regional Clean Hydrogen Hubs program (H2Hubs), funded through the IIJA to establish regional clean hydrogen hubs across America. The selected H2Hubs are planned to demonstrate production, processing, delivery, storage, and end-use of hydrogen and establish a foundation for a national network of hydrogen infrastructure to support U.S. decarbonization goals.

## Artificial Intelligence

AI will significantly impact the utility industry, and Exelon is at the forefront of this transformation. We believe that AI, including machine learning and generative AI (GenAI), will profoundly influence our operations, customer experience, and overall efficiency.

In 2024, Exelon launched an Innovation Center of Excellence focused on AI, Innovation COE, to serve as the hub of our GenAI pursuits, providing the framework to incubate new ideas as they mature to become fully embedded into our operating companies. We are evaluating AI solutions relating to customers, operations, employee productivity, and growth to prioritize opportunities across the company. Through our Innovation COE, we continue to pilot projects in support of our strategic focus areas.

At the customer level, we use private AI chatbots and virtual assistants to provide personalized and efficient service, addressing inquiries and concerns in real time. AI-powered analytics allow us to better understand customer behavior and preferences so we can tailor solutions and improve customer satisfaction.

One of our exciting customer GenAI projects is VICTOR (Virtual Instructor for CSRs), designed to enhance the training and response capabilities of our Customer Service Representatives (CSRs). VICTOR is a home-grown internal tool that leverages advanced AI algorithms to provide real-time guidance and optimized responses, allowing our CSRs to deliver personalized and efficient customer service. VICTOR prioritizes accuracy along with emotional intelligence, enabling our CSRs to be sensitive to unique customer challenges.

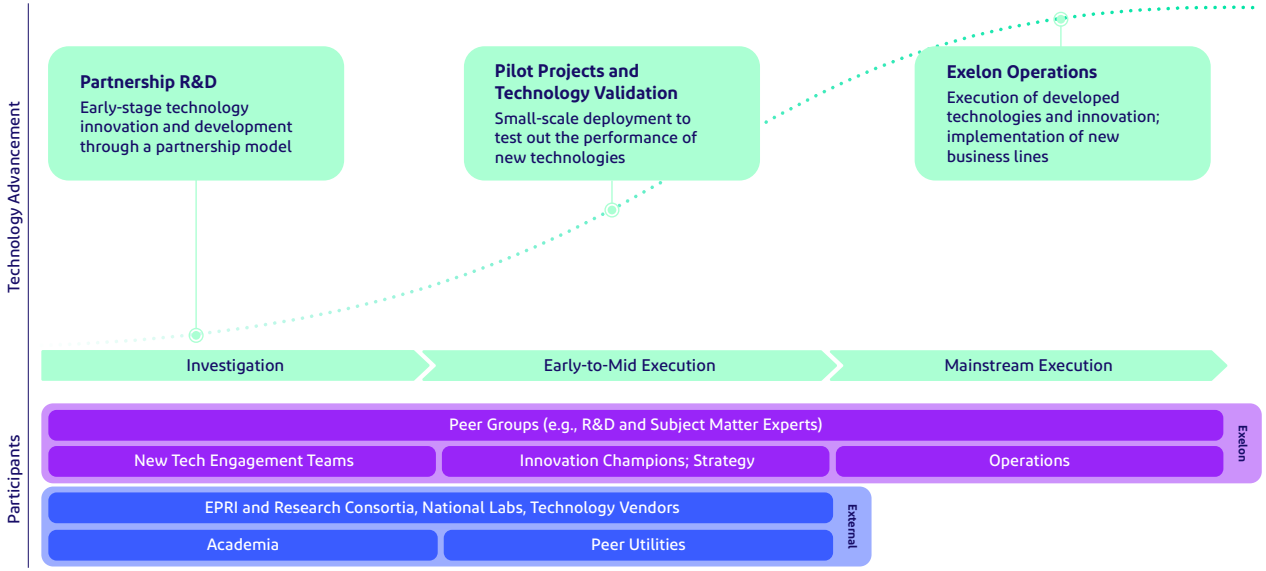
At Exelon, we prioritize a human-centered AI approach so that our AI solutions are rooted in empathetic insights that resonate with the real needs of our users. Exelon is currently in the initial stages of GenAI implementation, adopting a "Crawl-Walk-Run" approach to ensure a measured and strategic rollout.

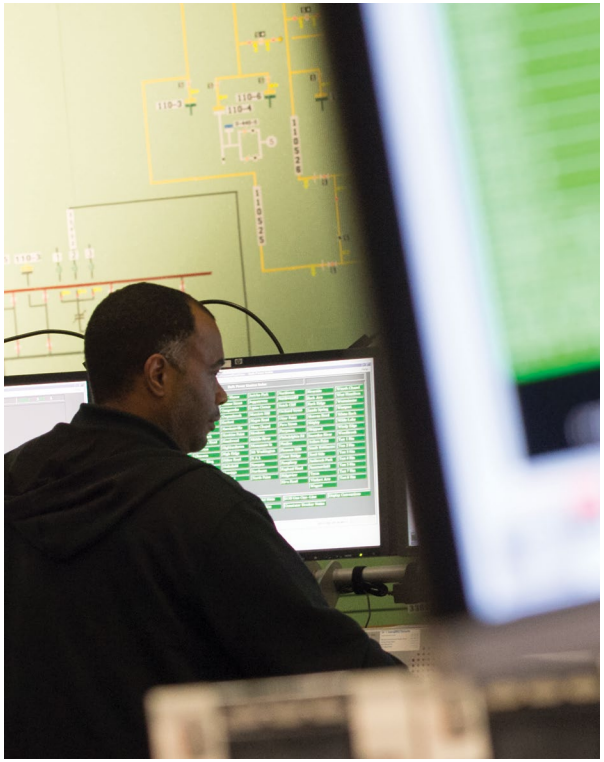
### Examples of AI in Utility Applications

| Role Supported | AI Applications |
|---|---|
| **Field Workers** | Perform tasks more efficiently with the support of AI-driven predictive maintenance and augmented reality repair systems. |
| **Engineer** | Harness AI-driven data analytics to optimize utility infrastructure operations and make well-informed decisions. |
| **Data Analysts** | Leverage AI's capabilities to interpret vast amounts of data, gaining deeper insights into utility performance. |
| **Customer Service** | Provide personalized assistance aided by advanced AI chatbots, enhancing the overall customer experience. |
| **Data Security** | Employ advanced AI systems to enhance cybersecurity measures, safeguarding utility networks and customer data effectively. |

## Emerging Technology Engagement at Exelon

The graphic below depicts our approach for managing technology engagement across all maturity levels, ranging from early investigation to full deployment across our operations.



### Partnership Research and Development Program

Exelon funds and collaborates on projects with leading research institutions, including Argonne National Laboratory and Massachusetts Institute of Technology (MIT). Our Partnership R&D Program screens dozens of innovative technology projects each year. Over the last eight years, the program has invested in 36 projects that support the co-creation of technologies in strategic areas including electrification, DER integration, grid resilience, storage, and clean fuels. This program runs in parallel with a broadly scoped technology engagement program in partnership with vendors and research consortia such as EPRI, the Centre for Energy Advancement through Technological Innovation, and the National Electric Energy Testing, Research, & Applications Center.

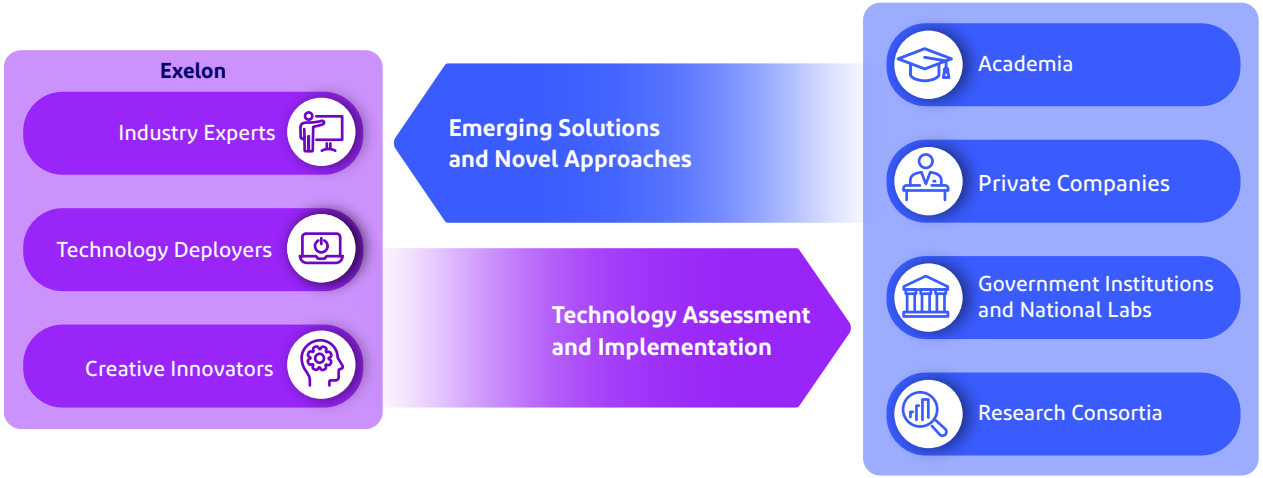
Through our dedicated R&D programs and technology engagement, Exelon works with external partners to develop technologies with the potential to revolutionize the industry. Partner researchers draw on the data and expertise of our subject matter experts to make sure that emerging transformative technologies will benefit Exelon's customers and operations. Proactive ecosystem relationships also benefit Exelon by providing fresh insights in key science, technology, and industry trends, challenging existing patterns of thinking within the company, and creating impactful solutions for technical and market challenges.

### Technology Trend Monitoring and Evaluation

BizTech Signals is Exelon's established process to identify business and technology trends that may impact our business and industry. BizTech Signals identifies topics by monitoring leading and lagging developments in the industry. Once a high-priority topic is identified and researched, key findings are shared with stakeholders across Exelon. Recent BizTech topics include carbon offsets from rights-of-way, data center energy impacts, and vehicle-to-grid (V2G) technology.

Cross-Exelon teams further evaluate emerging technologies and trends to build business cases for leveraging them to benefit our customers, communities, and business.

Representatives from across Exelon collaborate with research firms, industry associations, national labs, top universities, and emerging business leaders with subject matter expertise to evaluate opportunities in electrification, alternative fuels, and battery storage, as well as launch special projects to harness these opportunities.





## Exelon Innovation Engagement and Virtual Showcase

The Exelon Innovation Expo returned in June 2024, showcasing our leadership in the energy transformation and offering a glimpse into the future of energy. Four thousand employees and industry experts attended the Expo in person and virtually.

Through a series of interactive exhibits, dynamic discussions, and inspiring presentations, the Expo showcased Exelon's commitment to innovation as a core value.

Over 50 employee projects were featured in the Expo's Exhibit Hall. Employee booths highlighted the collaborative teams driving Exelon toward a brighter, more sustainable tomorrow. Employees also entered Exelon's own "Shark Tank," where they pitched their ideas to a panel of Exelon guest judges.

The event featured projects like BGE's robot crawler, ComEd's advanced image analytics, PECO's "Solar Powered Cow," and Pepco's Brookville Smart Energy Bus Depot.

At the event, the Innovation Team took the opportunity to recognize the individuals who have made a significant difference throughout their teams or the organization at the Exelon Innovation Awards ceremony.

The event also presented an opportunity to continue building relationships with external stakeholders, including local and federal officials and regulators. The presence of esteemed guests, from members of Congress to industry regulators and partners from the Department of Energy (DOE), underscored the significance of the occasion.

The Innovation Expo will return in person in 2026 in Baltimore, Maryland.

# Economic Development

## Data Centers/Large Load Growth

Exelon anticipates unprecedented forecasted load growth in our service territories with at least 17 GW of new load from large customers.[19] Commercial and industrial customers–particularly data centers requesting large amounts of power–are looking for much faster interconnection and energization of their facilities. As an industry leader with best-in-class operations, our mission is to create a quicker, simplified, and consistent process for large loads to interconnect to the grid.

At Exelon, our economic development strategy is centered on fostering growth, innovation, and resilience within our service territories. We aim to create an environment where businesses can thrive by leveraging our infrastructure, expertise, and strategic partnerships. Our approach is multi-faceted, incorporating education and awareness, infrastructure investments, and tailored solutions to support emerging industries such as data centers and manufacturing, without losing focus on small-scale local enterprises.

Our utilities are committed to equipping businesses with the information they need to succeed. We coordinate efforts to attract large-scale industrial and commercial investments through regional economic development strategies, and we partner with our state and regional economic development organizations to inform local leaders on energy efficiency, grant-funding opportunities, and new infrastructure developments.

Through collaboration with customers, industry associations, and local chambers of commerce, we inform stakeholders on key developments in the energy sector, share best practices, and explore innovation. Working with regional partners, we proactively identify sites that meet the stringent requirements of hyperscale and enterprise-level development. Furthermore, we encourage the adoption of renewable energy solutions and energy-efficient technologies to align with corporate sustainability goals.

### BGE

BGE is committed to supporting small businesses through our Energizing Small Business Grants program. Since its inception, this initiative has provided over $14.8 million in financial assistance to help 741 small businesses grow, innovate, and remain resilient. In 2024 alone, we awarded 90 grants totaling $1.8 million, with nearly 70 percent of the grants going to female-owned businesses. This program plays a vital role in fostering economic inclusivity and strengthening local communities by providing direct financial support for critical needs, such as infrastructure improvements and operational enhancements. Additionally, the Economic Development Advisory Council, a BGE-led organization, brings together regional thought leaders to discuss industry trends, challenges, and opportunities for sustainable success.

Since its launch in 2015, the Smart Energy for Economic Development Program has supported 212 projects and 16,153 jobs, providing $13.3 million in extension discounts and $3.8 million in billing discounts. This initiative drives economic growth in local communities, with a focus on Opportunity Zones, Enterprise Zones, and Sustainable Communities.

### ComEd

ComEd has a long history of supporting economic development efforts throughout northern Illinois. In 2024, we supported 15 new major project including data centers, manufacturing, and quantum computing, representing approximately $17 billion in customer capital investment. These projects are estimated to create nearly 1,400 new permanent jobs.

In 2024, ComEd will support PsiQuantum who plans to build the first U.S. utility-scale quantum computer at the newly created Illinois Quantum and Microelectronics Park, located at the long-vacant U.S. Steel site in Chicago. Our work through Team Illinois, a collaboration managed through Intersect Illinois, helped build confidence in ComEd's ability to serve the large power needs of the campus.

The ComEd team had over five hundred proactive external engagements with various development stakeholders during 2024. In addition, we serve on 12 organizational boards regionally and nationally, providing direction and thought leadership. This allows us to share messaging around ComEd's key energy attributes which help support economic growth across northern Illinois.

ComEd was recognized as a top utility for economic development by Site Selection Magazine for the 10th time.

[19] Represents customer-driven requested capacity from projects in an official phase of engineering with deposits paid but not yet in-service as of Q4 2024; demand expected to ramp over a period of up to 10 years and may differ from initial estimates.

### PECO

In 2024, PECO was also recognized by Site Selection Magazine for its leading role in supporting economic growth and job creation across southeastern Pennsylvania. This is the 14th time we received this award, demonstrating our commitment to regional development and job growth. In the past year, we helped secure 16 new commercial projects, added over four thousand jobs at their facilities, and contributed more than $10 billion in local investment.

We developed a new education package called "Connecting your Business." This easy-to-follow material provides key information for developers to request electric and natural gas service, follow our large load process, relocate existing facilities, and keep construction areas safe. Our team also instituted a program to proactively reach out to project developers in underserved areas of its service territory.

The past year saw several new large industrial development opportunities throughout the region, demonstrating Pennsylvania's attractiveness for large-scale projects, including interest for multiple data center sites.

### ACE, DPL, and Pepco (PHI)

PHI serves southern New Jersey, Delaware, and the Eastern Shore of Maryland, as well as D.C. and its Maryland suburbs.

Our economic development activities are as diverse as our local communities, including densely populated metropolitan areas and suburban, rural, farming, and coastal regions. In 2024, we strengthened our engagement with 28 local, regional, and state economic development groups to proactively identify new properties for commercial development. These 17 newly identified properties encompass over 2,500 acres of available land that we will market to prospective new customers for speedy development.

All three operating companies saw a dramatic increase in interest in 2024 from data center developers, consultants, and operators. Although each region received attention, there was particular developer interest in the open spaces of southern New Jersey and the D.C. suburbs near Northern Virginia, the largest data center market in the U.S.

In addition to data centers, we received strong interest from warehousing, manufacturing, and agriculture for projects in Delaware, New Jersey, and Maryland's Eastern Shore. Examples of projects in 2024 include:

- ACE supported the NJ Economic Development Authority's Wind Port Project by energizing a 12-mile 69kV line to serve 28 megawatts (MW) of new load
- Pepco provided the infrastructure to power the new Cedar Hill Regional Medical Center, the first full-service hospital developed in D.C. in more than 20 years
- ACE provided a critical energy upgrade system to support a new UPS cold storage facility in New Jersey that is expected to create up to 150 new jobs and maintain the region as a principal logistics hub

Over the past year, new initiatives were developed for researching and analyzing robust economic and demographic data to identify gaps in the economies within our service territories. This data helps us to develop focused strategies, pursue business leads, and support underrepresented local economies.

Learn more about our Economic Development resources:

- BGE
- ComEd
- PECO
- ACE
- DPL
- Pepco

# Operational Excellence

Operational excellence is foundational for our company as our more than 10 million customers depend on us to provide safe, reliable, affordable, and increasingly clean energy. To drive improvement, Exelon's operating companies engage in frequent industry benchmarking and use a variety of management tools to identify and share best practices. Given Exelon's size, scale, and scope, even small opportunities for improvement can yield big results for our customers. We use a "One Exelon" approach to advance best practices and drive higher levels of operational performance across all our utilities. Our exclusive focus on energy delivery also allows us to standardize and streamline our organizational structure and operations, with approximately $100 million in sustainable savings initiated in 2024.

Our reliability performance remained strong in 2024, with ComEd and PHI achieving top decile System Average Interruption Frequency Index (SAIFI) performance, BGE and PECO attaining first quartile, and BGE achieving best-on-record performance. Industry-leading Gas Odor Response performance continued with BGE's, PECO's, and PHI's top decile performance. Safety performance across our utilities resulted in first quartile performance as we move to the new industry standard of Serious Injury Incidence Rate (SIIR) reporting. We remain committed to improving performance and advancing our Serious Injuries and Fatality Prevention Strategy. Please see the Workplace Safety and Management Performance section to learn more about how Exelon is enhancing safety performance.

## Exelon Operational Metrics vs. Industry Peer Group[20]

| Operations | Metric | 2024 BGE | ComEd | PECO | PHI |
|---|---|---|---|---|---|
| Electric Operations | SIIR[21] | | | | |
| | 2.5 Beta SAIFI (Outage Frequency)[22] | | | | |
| | 2.5 Beta SAIDI (Outage Duration)[23] | | | | |
| Customer Operations | Customer Satisfaction[24] | | | | |
| Gas Operations | Gas Odor Response[25] | | No Gas Operations | | |

Performance Quartile: Q1 Q2 Q3 Q4

[20] Quartiles are calculated using results reported in 2022 by a panel of peer companies that are deemed most comparable to Exelon's utilities. Source: Adapted from Exelon Earnings Conference Call Fourth Quarter 2024 Earnings Conference Call presentation, page 8.

[21] Quartiles are calculated using the formula (# of HSIFs and LSIFs x 200 thousand hours worked). The calculation of SIIR uses the same number of hours worked utilized in the calculation of OSHA Recordable Rate. (Source: EEI Safety Survey).

[22] Reflects the average number of interruptions per customer as year-end actuals (Sources: First Quartile (1QC) T&D; PSE&G Electric Peer Panel Survey; and EIA).

[23] Reflects the average number of minutes a customer is without power during a period of time. (Sources: First Quartile (1QC) T&D; PSE&G Electric Peer Panel Survey; and EIA).

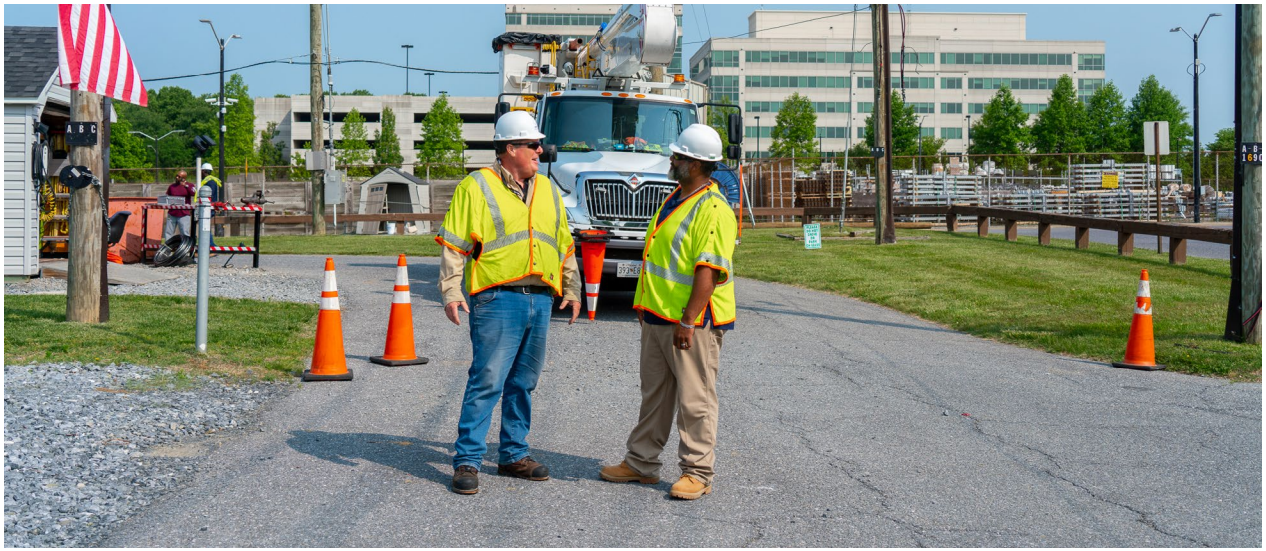
[24] Reflects the measurements of perceptions of reliability, customer service, price, and management reputation by residential and small business customers reported to Escalent.

[25] Reflects the percentage of calls responded to in one hour or less (Sources: PSE&G Peer Panel Gas Survey and American Gas Association Best Practices Survey).

# Supporting a Clean Energy Policy Transition

Exelon continues to work with multiple levels of government in all our jurisdictions to advocate for effective climate policy. We support public policy that increases equitable and affordable access to clean energy, encourages cost-effective GHG mitigation based on sound science, decarbonizes the energy supply, and improves grid resilience. We view a comprehensive, meaningful national climate program as the most effective pathway to address economy-wide GHG emissions. Exelon continues to support the Environmental Protection Agency (EPA)'s authority to limit power plant GHG pollution as an important tool to address climate change. At the same time, we seek to balance energy system reliability and customer affordability.

Exelon participates in a number of coalitions to support the needs of our customers and communities while advancing our corporate environmental goals and commitments. Through coalitions like the Clean Energy Group, Americans for a Clean Energy Grid, and associations such as Edison Electric Institute, WIRES, Gridwise Alliance, and American Gas Association, we join other stakeholders to advocate for positive outcomes—not just in our communities, but across the U.S. Although Exelon is no longer a member of the U.S. Chamber of Commerce, we continue to influence the actions of other stakeholders and the sector as a whole through robust trade association participation. We also engage with non-governmental organizations focused on developing research and innovative policy frameworks that may inform public policy actions. These engagements include Exelon's participation with the World Resources Institute Corporate Consultative Group, The Center for Climate and Energy Solutions, and our long-standing participation in the Ceres Company Network.



### Federal Administration and Agency Engagement

Exelon continues to engage with the DOE, Department of Transportation, National Telecommunications and Information Administration, EPA, and Department of the Interior to inform development of regulations, policies, and program execution. Our engagement with these agencies supports transmission system build-out and modernization, creation of hydrogen hubs, increased distribution system resilience and automation, expansion of transportation electric charging, and deployment of middle mile and other telecommunications systems and services. Exelon's continued agency engagement goes far beyond supporting programs that advance our own systems. We also advance the interests of our communities and customers in the energy transition.

Exelon is particularly focused on advancing policies that balance rapid yet cost-effective clean energy infrastructure build-out with sustainable progress, which maintains quality of life in the communities we serve. To this end, Exelon has been deeply involved in positioning to advance permitting reforms.

We continue to prioritize grid resilience and reliability as we prepare for future system needs. We are engaged in several ongoing state, regional, and federal regulatory transmission planning efforts to modernize our transmission infrastructure for integration of new renewable generation, and to prepare for changing demand patterns. We engage with FERC in response to rule-making dockets centered around transmission planning, cost allocation, and generator interconnection reforms.

Exelon engages in policymaking efforts by submitting comments on proposed rulemakings and participating in industry associations, such as WIRES, a non-profit group promoting investment in the North American electric transmission system in collaboration with peer transmission owners. We expect FERC to continue advancing its proposed reforms through one or more final rules stemming from open rule-making processes and potential new rule-makings. In our FERC filings, we work with other industry stakeholders to support transmission planning process modifications that take a holistic, scenario-based approach to better achieve state and federal policy objectives and facilitate consumer preferences. Exelon supports modifying existing elements of FERC regulation to enable robust transmission upgrades that serve reliability, economic, and public policy needs and facilitate timely interconnection of new generators.

[26] In November 2022, the PJM queue transitioned from a "first in, first out" approach to a "first ready, first served" approach that was approved by FERC.

## Regional Transmission Organization Engagement

In collaboration with PJM, the federally-authorized RTO that coordinates the movement of wholesale electricity across 13 states and D.C., Exelon has been focused on addressing the planning and interconnection challenges that face the evolving electricity industry. Through this partnership, we aim to maintain the reliability and resource adequacy of the bulk electric system as more renewable resources connect to the grid, traditional generation retires at accelerated rates, and load growth associated with electrification, data centers, and artificial intelligence increases.

Exelon has supported PJM's implementation of interconnection queue reforms, including a three-phase process where customers have increasing readiness deposits throughout each phase, decision points at the end of each phase, and enhanced requirements for site control.[26] These changes are aimed at allowing projects to enter and exit the queue within two years. The reformed interconnection process cleared about three hundred new generation projects totaling 26 thousand MW in 2024, and remains on track to review a total of 72 thousand MW by late 2025, marking significant progress in the integration of renewables and other generation in PJM.

With a looming power capacity shortage potentially impacting the PJM region as early as the 2026–2027 capacity delivery year, Exelon supported PJM and its Board of Managers in 2024 with expedited FERC filings, intended to bring capacity online more quickly and ensure that energy price signals accurately reflect current supply-demand fundamentals. In addition to reforms focused on improving the efficiency of transferring capacity interconnection rights and surplus interconnection service, PJM advanced a limited proposal to accelerate a select number of construction-ready power generation projects not currently in the interconnection queue. The PJM Reliability Resource Initiative addresses the growing urgency to connect generation resources that will materially support resource adequacy and maintain near-term power grid reliability.

In 2024, Exelon worked with PJM and stakeholders to consider how long-term regional transmission planning could be incorporated into reliable grid planning and development. Exelon played an important role in elevating the first signs of load growth in the PJM region in over a decade. PJM incorporated these large load adjustments into its 2025 Load Forecast for the ComEd, BGE, and PECO zones.

Last year, we also advanced high-priority reliability projects with PJM in the Mid-Atlantic region to address accelerated load growth, changes in the mix of generation resources, and resulting shifts to regional power flows. The forecasted load growth is driven in part by data center load additions, electrification of vehicles, and facility heating systems. The selected projects solve needs in the ACE, BGE, ComEd, Delmarva Power, and PECO transmission zones.

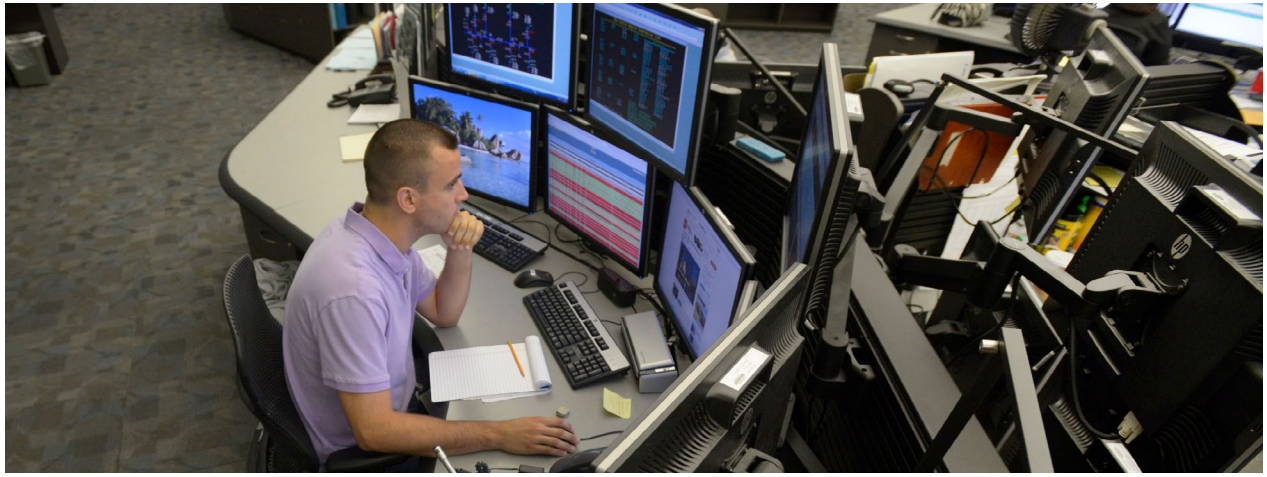
Exelon continues to work with PJM and stakeholders on FERC Order 2222, which focuses on the implementation of reforms to allow participation of DER aggregations in the wholesale electricity market. In 2024, Exelon played a major role in ensuring that energy efficiency remains an important component to the PJM load forecast, thereby contributing to mitigating capacity market costs.

## State-Level Policies and Exelon Regulatory Actions

Many of Exelon's jurisdictions have adopted forward-leaning goals and policies related to decarbonization, advancing renewables and clean energy, transportation electrification, and deploying DERs and EE. These goals and policies provide opportunities for Exelon's utilities to invest and recover costs through alternative ratemaking, including the use of multi-year plans and capital trackers.

### Delaware

Guided by Delaware's 2024–2028 State Energy Plan, DPL Delaware is working to help the state reduce emissions and improve resilience. In 2024, DPL Delaware launched a new phase of EE programs to help customers reduce energy use and costs, including the ENERGY STAR for New Homes program, Quick Home Energy Check-Up, and Home Energy Reports. DPL Delaware continues to offer an EV-only rate tailored to the load profile of EVs, incentivizing transportation electrification by allowing savings for off-peak charging. Additionally, DPL Delaware launched a pioneering V2G pilot in partnership with the University of Delaware, PJM Interconnection, and Ford Motor Company. This innovative project uses DPL's fleet of Ford Mach-E EVs to store excess energy and support the grid during peak demand, demonstrating the potential of EV batteries to enhance grid reliability and sustainability. On the clean energy side, DPL Delaware administers a growing community solar program to provide more equitable access to solar generation while maintaining affordability.



### Illinois

ComEd is implementing key strategies and processes that support Illinois' decarbonization goals. The 2021 Climate and Equitable Jobs Act (CEJA) calls for 100 percent decarbonized electric generation in Illinois by 2045, advancing transportation, facility electrification, and creating economic and workforce development opportunities. CEJA's carbon mitigation credits also provide climate and rate stabilization advantages to customers.

ComEd continues to work with the Illinois Commerce Commission (ICC) as well as stakeholders to support Illinois' policy goals. In 2023, ComEd obtained approval from the ICC to implement its first beneficial electrification plan, which advances transportation and facility electrification through incentives that improve cost savings for customers. Implementation of pilot projects to support the Beneficial Electrification plan will begin in 2025.

In February 2024, ComEd launched three new rebate programs for residential and non-residential EV charging infrastructure and for fleet EVs, as part of its first BE plan covering the years 2023–2025. These programs incentivized nearly 3,500 new public and private EV charging ports and the purchase of over 170 fleet EVs, of which more than two dozen are heavy duty vehicles and buses. Nearly 60 percent of the rebates were paid out to low-income customers and those located in investment-eligible disadvantaged communities.

Additionally, as part of the first BE plan, ComEd committed to developing and executing pilot programs to broaden understanding of electrification technologies. Pilots to date include air quality mapping, school bus V2G capabilities, residential optimized charging, curbside charging, ride sharing, EV energy management systems, and backup power capabilities. These pilots have begun recruiting participants and will formally begin their data collection phases this year.

In December 2024, the Illinois Commerce Commission approved ComEd's refiled multi-year grid investment plan and multi-year rate plan, setting out a forward-looking strategy to combat climate change, enhance grid reliability, and promote the state's clean energy and equity goals. Developed to meet specific requirements from CEJA based on significant stakeholder discussion, the plans align ComEd's 2030 vision and the state's goal for advancing an equitable, low-carbon future. The approved plans provide the roadmap and financial backbone to enable ComEd to continue to ready the grid for clean-energy resources and to deliver safe, reliable, and innovative performance through 2027.

### Maryland

Following the passage of the Climate Solutions Now Act in 2022, Exelon Maryland utilities are supporting the state's climate goal of 60 percent reduction in GHG emissions by 2031 (relative to a 2006 baseline) and net zero statewide by 2045. Exelon Maryland utilities participate in five workgroups developing policy recommendations to help the state achieve its targets.

Exelon Maryland utilities continue to engage our commission and stakeholders to advance state energy policy goals. In 2024, the Maryland PSC approved BGE, Pepco MD, and Delmarva Power MD's Energy Efficiency and Demand Response programs for the 2024–2026 EmPOWER Maryland cycle. Through legislation enacted in 2024, EmPOWER MD has moved to a GHG reduction goal, rather than a kWh reduction goal, beginning in 2025. In 2024, the Exelon Maryland utilities, through the EmPOWER MD program, provided customers nearly $224 million in rebates and bill credits, performed over 106 thousand home energy audits and checkups, and achieved annual energy savings of over one million MWh of electricity.

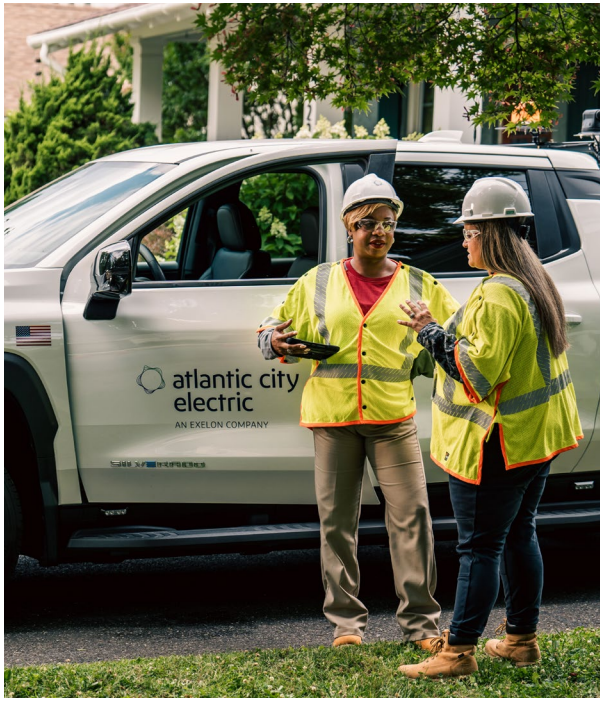
To support DER development, the Exelon Maryland utilities publish Photovoltaic Hosting Capacity Maps that provide information on how much solar generation can be added to an area before requiring significant system upgrades. BGE also publishes a Restricted Circuits Map that displays circuits limited to photovoltaic interconnection without significant system upgrades.

The utilities' EVsmart initiatives have expanded their network of utility-owned-and-operated public EV chargers, provided EV smart charger incentives to consumers, and implemented innovative EV-only time-of-use rates, designed to align with Maryland Advanced Clean Cars Act II and Climate Solutions Now Act. The Exelon Maryland utilities have supplemented these state programs with federal funding for additional programs, including advancing smart charge management and deploying EV ride share fleets and infrastructure. In 2024, BGE launched the nation's first vehicle-to-home pilot for multiple customers, supported by a DOE grant in partnership with Sunrun. Through these programs, four thousand BGE customers enrolled in smart charge management and 2,750 customers enrolled in EV Time of Use (TOU) rates in 2024.

In 2024, Maryland passed the Working for Accessible Renewable Maryland Thermal Heat (WARMTH) Act, directing Maryland's gas utilities to propose a networked geothermal pilot. BGE supported passage of the WARMTH Act and is preparing to submit a pilot proposal in July 2025.

The Maryland's Community Solar Program became permanent in March 2025 following the adoption of regulations by the Maryland PSC. Under the leadership of the Exelon Maryland utilities, BGE, Pepco, and Delmarva have collectively integrated over 150 MW of operational community solar projects for the benefit of over 22,500 subscribers. For more information on Exelon's renewable energy programs, please see our Green Power Connection section.

In light of ambitious state climate goals and Exelon's Path to Clean commitments, BGE published a decarbonization pathways analysis in partnership with Energy and Environmental Economics (E3) to evaluate and identify the most affordable pathways to decarbonization specifically for its central Maryland customers.



### New Jersey

ACE is advancing New Jersey's efforts to decarbonize and electrify the state economy in support of the New Jersey Energy Master Plan and Clean Energy Act. ACE is actively engaged in exploring energy storage, solar incentive programs, and medium/heavy duty vehicle electrification. In October 2024, the New Jersey Board of Public Utilities approved the company's proposed portfolio of energy efficiency, demand response, building decarbonization, and workforce development programs. ACE supports transportation electrification through the EVsmart program with innovative rate design and cost incentives for new EV chargers for residential and commercial customers, as well as incentives for public chargers.

In 2024, ACE's grid infrastructure hardening efforts focused on preparing for the increased frequency of extreme weather events and supporting the reliable interconnection of more solar and DER. ACE continued to facilitate solar growth in 2024, energizing the first community solar projects in its service territory and surpassing more than 47 thousand total solar interconnection customers across South Jersey. ACE is also a key partner in building transmission infrastructure to support development of offshore wind generation.

### Pennsylvania

PECO is a strong partner in achieving Pennsylvania's sustainability, climate, and equity goals. PECO supports transportation electrification initiatives in Pennsylvania, including deploying charging infrastructure in essential public access corridors and in underserved communities. PECO's EV Fast Charging program supports customer installation of publicly available, public transit, or workplace fleet direct current fast chargers (DCFC) through reduced customer demand charges. In addition, electric TOU rates allow PECO customers, including EV owners, to reduce their costs by switching their electricity consumption to off-peak times. The TOU rates also enable customers with rooftop solar to enjoy a higher net-metering credit for electricity they inject into the grid during on-peak times.

In 2022, PECO launched a $1.5 million incentive program under its EV Charging Pilot to support commercial, industrial, and public transit customers pursuing clean transportation solutions. In September 2023, the Pennsylvania Public Utility Commission (PAPUC) approved PECO's filing to modify the public transit incentive program into a more flexible Public Benefit Program and extend its reduced DCFC demand charge pilot. In November 2024, the PAPUC approved a five-year, $1 million per year extension of PECO's Public Benefit Charging Program.

PECO encourages Pennsylvania's policymakers to increase their commitment to solar energy while making solar programs more accessible, affordable, and equitable for all. PECO is implementing a first-of-its-kind local solar procurement program under the state's Alternative Portfolio Standard, supporting the solar workforce and working with customers to expand solar adoption in the region.

PECO incorporated natural gas quality standards in its tariff in 2021 to support the further development of RNG. PECO continues to provide safe and reliable natural gas service to its customers.

### D.C.

Pepco's programs support D.C.'s climate and clean energy goals. In December 2022, Pepco filed its Climate Solutions Plan Phase 1 application, which proposed 11 programs designed to increase the number and availability of EV charging stations throughout D.C. and upgrade electric systems to enable electrification. In October 2024, the Public Service Commission requested utilities update and refile Climate Solutions Plans in 2025 to reflect changes in district and federal law and other climate-related developments since 2020. Pepco also filed an innovative make-ready program to remove barriers to residential small solar, enabling more customers to take advantage of local clean energy. Additionally, Pepco actively supports DOEE's Solar for All and the District's Community Solar Program, which has energized 452 community solar projects, a cumulative capacity of about 51.47 MW, and over 10 thousand subscribers, since 2017.

# Climate Transition Planning

Exelon has an important role to play in addressing climate change. As a transmission and delivery utility, Exelon is positioned to take meaningful action to mitigate GHG emissions and to provide innovative solutions that help customers reduce their emissions, while maintaining reliable, resilient, and affordable energy delivery systems. An economy-wide transition requires economy-wide action, as well as timely, effective policy to enable greenhouse gas (GHG) reduction goals to be achieved and to provide the workforce with technical and leadership skills to support the just transition to a more resilient, net-zero energy system.


Responding to Climate Change With Transition Planning →

Exelon's Climate Change Program Structure →

Learning Through Scenario Analysis →

Identifying and Assessing Climate-Related Risks →

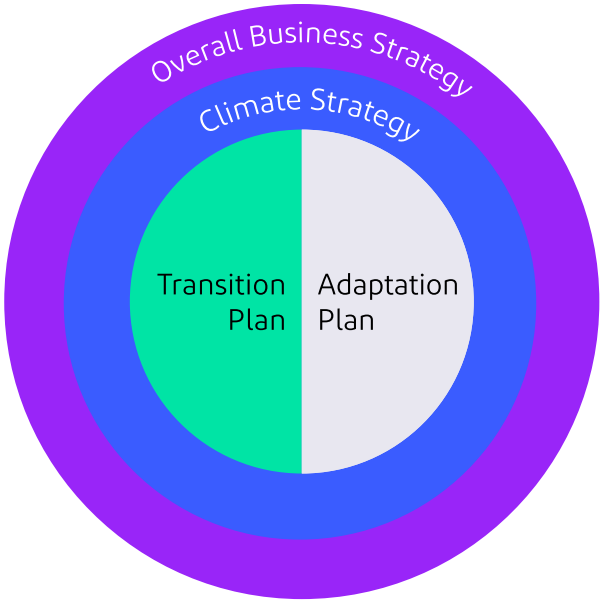
Managing Climate Transition Risks →

Supporting Our Communities Through the Transition →

GHG Emissions Profile →

Progress on Our Path to Clean →


**Relationship Between Business Strategy, Climate Strategy and Transition Plan[27]**




[27] Adapted from the Task Force on Climate-related Financial Disclosures (TCFD) Guidance on Metrics, Targets, and Transition Plans, October 2021.

> Exelon is evolving energy systems to enable decarbonization and build resilience while maintaining a focus on energy access and affordability.

# Responding to Climate Change With Transition Planning

Exelon is a multi-state energy delivery utility regulated by a number of public utility commissions, each with differing climate action plans and priorities. As a key partner in the execution of these plans, we support state and local climate and energy goals by taking a cross-enterprise approach on innovative solutions including:

- **Electrification coupled with generation decarbonization:** Exelon is advancing the growth of local electric distribution and expansion of zero-carbon generation through distributed energy resources (DER). This effort creates opportunities for our businesses, from vehicle electrification to enhanced grid management. Exelon is also expanding its transmission business in line with federal mandates and to support the connection of new utility-scale renewable generation in high demand areas. We are a key voice in advocating for policies that drive grid decarbonization at lowest cost.
- **Lower-carbon fuels:** Exelon supports lower-carbon fuel technologies via interconnection with renewable natural gas. We maintain partnerships to advance lower- and zero-carbon energy technologies such as the Low-Carbon Resources Initiative. Exelon's gas delivery utilities focus on long-term capital improvements to minimize methane emissions from the gas distribution system today while preparing to deliver lower-carbon fuels in the future.
- **New technologies:** Exelon's role in the research, development, and deployment of technologies contributes to long-term emissions reductions. Our research and development includes electrification, DER integration, grid flexibility, storage, and other technologies that support energy efficiency (EE), energy demand management, and flexible load management. Exelon also partners with the Exelon Foundation in the Climate Change Investment Initiative (2c2i), which invests in start-ups developing climate change solutions within our utility service territories.
- **Community engagement:** We are partnering with our communities in transition planning. As we work to transform our utilities, we use the dimensions of equity—recognition and restorative, procedural, and distributive—to guide customers' and communities' participation in the transition. This strategy enables meaningful engagement, supports fair distribution of the benefits and costs of the energy system, and recognizes both historical and contemporary inequities.

## Working With Our Suppliers and Customers

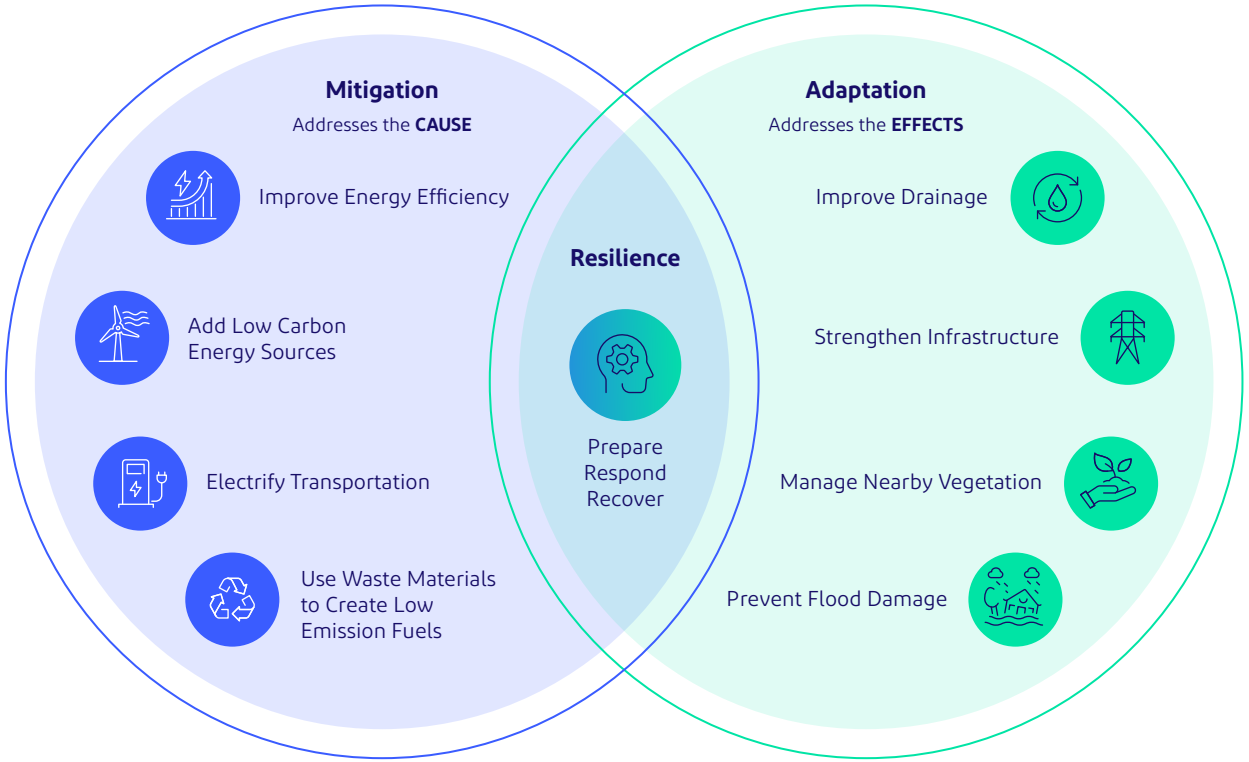
A transition this large requires action across our entire value chain. While Exelon does not control the actions of suppliers or customers, we can inform and collaborate with suppliers as they seek to decarbonize energy supply and support customers as they adopt new technologies.

We support supplier actions where our business model allows by enabling:

- **Lower-carbon electricity** at the market level, using purchased energy agreements and integrating renewable generation. We understand that our customers will need access to a range of renewable and other low- and no-carbon generation technologies.
- **Lower-carbon fuel supply**, taking advantage of opportunities to procure, blend, and deliver non-fossil fuels, such as RNG, hydrogen, and synthetic natural gas, into our transmission and delivery networks.
- **Carbon sequestration** opportunity exploration with suppliers, on Exelon's land, and with communities to offset residual, hard-to-reduce GHG emissions as we approach 2050.

## Exelon's Response to Climate Change

Exelon responds to climate change in two different ways: mitigation, which addresses the causes of climate change by reducing our GHG emissions; and adaptation, which addresses the effects of climate change by ensuring our system can withstand evolving climate-related threats.




We continue to offer programs, incentives, and pilots to help customers:

- **Utilize lower carbon energy** through interconnecting DER, such as rooftop and community solar and battery storage, and by offering energy options, technology, information, and carbon-reduction opportunities to help customers exercise greater control over their energy usage.
- **Adopt new technologies** by offering incentives, rebates, and make-ready infrastructure to advance electrification and industry-leading EE programs that save customers money and reduce environmental impacts.
- **Make informed choices** to support the transition by providing demand side management resources and programs that help customers save energy and money and help the grid operate more reliably and efficiently.

For more information, please see the Exelon's Role in the Energy Transition graphic and the Managing Climate Transition Risks section.

Exelon is well positioned to integrate solutions that support an affordable and equitable energy transition. Our utilities bring unique assets and workforce expertise to their individual territories, advancing electrification, infrastructure, and controls to effectively and reliably manage increased loads, DER, and power flow. Where Exelon delivers natural gas, we are also the local electric distributor and, as such, have an opportunity to provide integrated energy solutions—including coordinated planning and operations that reduce total system costs and emissions, increase reliability, and provide more equitable cost distribution.

Please see the Path to Clean section for our Path to Clean Operations-Driven goals.

## Exelon's Role in the Energy Transition

**Supplier Role**

- Increase Production of Lower-Carbon Electricity
- Develop Lower-Carbon Fuels
- Sequester Carbon Through Land Use

**Exelon's Role**

**Path to Clean Operation-Driven Goals**

Reduce our own operations-driven emissions through pipe modernization, electrification, renewable energy credits (RECs), and $SF_6$ replacements

Build the grid to enable the transition

Deliver clean energy and enabling programs to customers

Center equity, affordability, and economic growth in transition

**Customer Role**

- Utilize Lower-Carbon Energy
- Adopt Efficient New Technologies
- Make Informed Choices to Support Transition

**Partner and Collaborate to:**

- Advance policy and innovation to enable clean supply
- Design programs, rates, and incentives to support customers

# Exelon's Climate Change Program Structure

**Governance:** Oversight of climate-related risks and opportunities

Exelon maintains a Climate Change Policy, with leadership on these issues at the highest levels of the company. Our Board of Directors and its Corporate Governance Committee oversee the company's strategies and efforts related to climate change considerations, while our Sustainability Council advises our Executive Committee on climate change issues. Our well-established climate mitigation program, known as "Path to Clean", is overseen by a Steering Committee, and Exelon-wide climate risk training is provided to support our employees. In 2024, we used a compensation tie-in to GHG emissions performance to drive action and accountability. Please see the Sustainability Governance section for more detailed information.

**Strategy:** Using scenario analysis to integrate transition and adaptation into business strategy

Exelon's vision is to deliver safe, reliable, affordable, and increasingly clean energy to our customers and communities as electricity becomes more important in their daily lives and our operating conditions become more challenging. We are strengthening our infrastructure to improve resilience and modernizing our delivery systems to enhance flexibility. We are also investing in our communities and our future workforce. Scenario analysis informs our strategy by revealing the scope, scale, pace, and impacts of the energy transition, along with the challenges associated with future operating conditions.

**Risk Management:** Identifying, assessing, and managing climate-related risks

Scenario analysis indicates broad changes in how energy will be produced and used. These changes, combined with shifting environmental conditions, challenge current investment plans. Exelon's utilities are regulated by local public service commissions that approve our investments, which determine customer rates. Our utilities are required to maintain certain levels of reliability and to provide access to energy for all customers within established rate structures. Exelon combines learnings from decarbonization and climate change projection studies with other risk indicators to balance investments in line with the priorities of its communities. For additional details on this topic, visit the Identifying and Assessing Climate-Related Risks section.

**Metrics and Targets:** Tracking progress through metrics to assess our efforts

Exelon transparently reports metrics related to the energy transition, including Scope 1, 2, and 3 GHG emissions, as well as performance metrics relating to how we enable our customers and communities to avoid emissions associated with their energy use. We will continue to measure and report our corporate GHG emissions and establish new metrics over time to demonstrate how we are advancing and supporting decarbonization, resilience, and the communities we serve.

# Learning Through Scenario Analysis

Exelon is committed to meeting the needs of our customers and stakeholders as we do our part to lead the energy transition. As clean energy, climate policy, technology, and customer expectations continue to evolve, we use climate change scenario modeling to develop a successful business strategy. These analyses help us understand the impact of decarbonization on the energy economy, customers, and communities we serve.

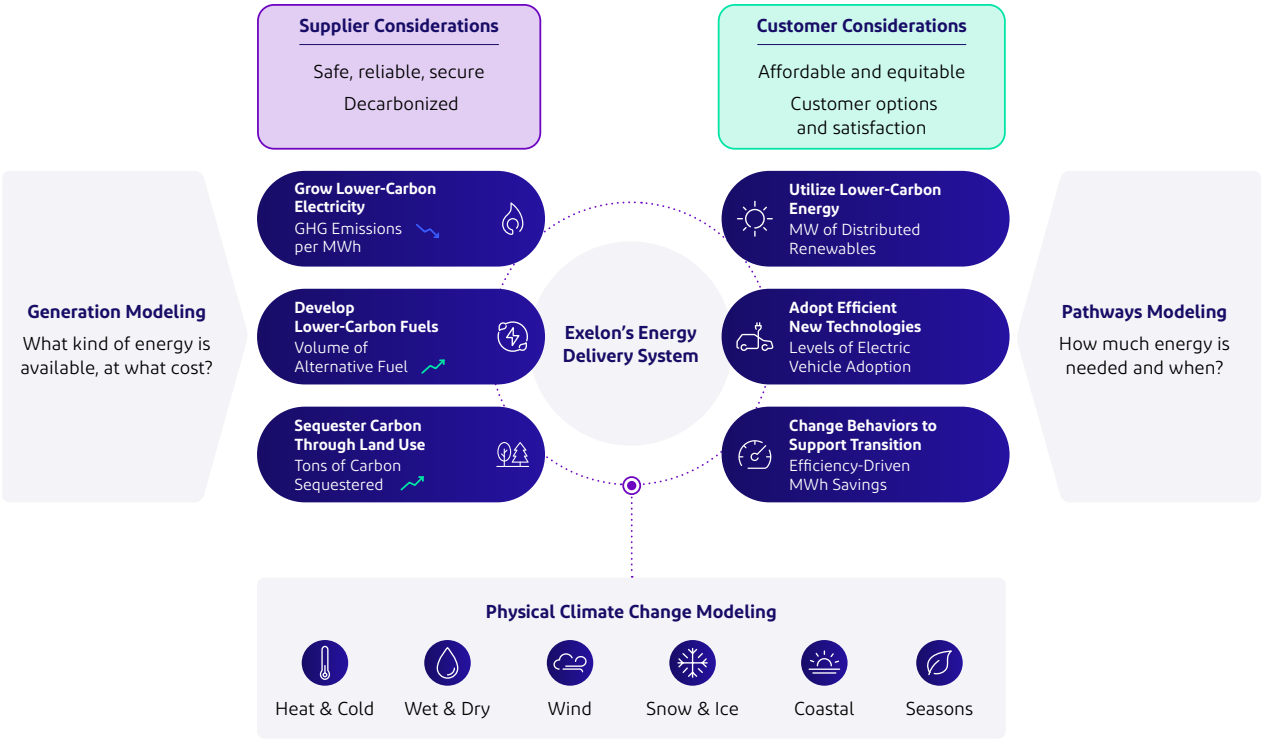
Examples of climate change modeling include:

- **Supply-Side Generation Capacity Expansion Modeling** to help understand the potential implications of different energy supply policies, cost assumptions, and new technology developments.
- **Demand-Side Pathways Modeling** to consider the implications of different customer technology adoption scenarios such as electrification, DER adoption rates, and EE deployment.
- **Physical Climate Change Modeling** to evaluate the potential impacts of rising temperatures, changes in the frequency and severity of extreme weather events, and other weather factors.

Studies, scenarios, and "what if" analyses help us anticipate future energy transition challenges and outcomes. Thoughtfully designed scenarios help us mitigate and adapt to climate change, identify cost-effective and lower-risk solutions, and determine the appropriate timing for shifting strategies.

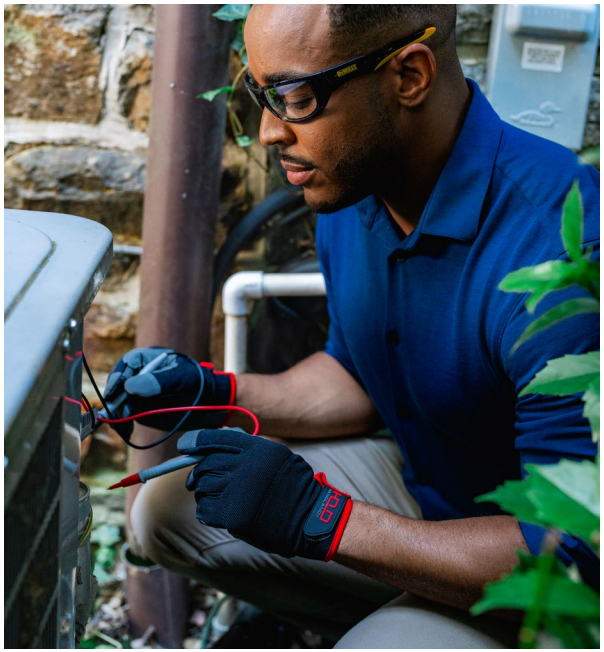
We regularly review decarbonization studies aligned with the United Nations Intergovernmental Panel on Climate Change (IPCC) 2°C and 1.5°C goals to explore the effort required for an 80 percent reduction by 2050 and net zero by 2050 targets. The scenarios offer insights into societal costs and commercially available technologies. We pay attention to input assumptions associated with technology and fuel costs, market readiness of technologies, grid decarbonization assumptions, and supply costs.


## Using Scenario Modeling to Inform Strategy



Exelon has also made available two decarbonization transition studies that explore potential pathways and implications of state-level goals and actions in our service territories, which now guide our role in achieving those goals.

- **The BGE Integrated Decarbonization Study** sought to expand statewide analyses in Maryland and assess decarbonization options within BGE's service territory, focusing on impacts for BGE's customers.
- **The Illinois Decarbonization Study** sought to complement the state's decarbonization efforts, including the Climate and Equitable Jobs Act (CEJA), which directs the electric power sector toward decarbonization. The study focused on assessing the potential impact of CEJA and national policy on GHG emissions and identifying what additional measures are needed to achieve net zero.



Exelon also focuses on adapting to evolving long-term weather patterns, since atmospheric GHG concentrations will remain well above historic levels into the future, even with GHG emission mitigation activities in place. We continue to make advancements through our technology collaborations and partnerships. In 2022, ComEd teamed up with Argonne National Laboratory (ANL) to project future environmental conditions for northern Illinois and consider the weather-related risk that its infrastructure and operations may face. Exelon will build upon the research in 2025 with ANL, including a second phase of ComEd's work in Illinois and a new study of our mid-Atlantic utility territories.

Exelon continues to participate in the Electric Power Research Institute (EPRI)'s Climate Resilience and Adaptation Initiative, or Climate READi, to advance standardization in the electric industry regarding climate resilience and use of forward-looking climate projections in energy planning. The program is divided into three focus areas: Physical Climate Data and Guidance; Energy System and Asset Vulnerability Assessment; and Resilience/Adaptation Planning and Prioritization. This initiative's final framework, launched in 2025, identifies optimal resilience and adaptation strategies for the power system in the context of climate and extreme weather risk. Through Climate READi, Exelon supports industry-led efforts to develop a comprehensive, integrated approach to managing physical climate risk.

Incorporating climate change scenario analysis into our business strategy informs our transition and adaptation planning. Our goal is to support jurisdictional priorities and optimize customer investments while working to mitigate future climate change impacts.

# Identifying and Assessing Climate-Related Risks

Exelon sees four key risks related to climate change:

- **Energy Transition Risks:** Energy systems are changing due to new technologies, load growth, shifting customer expectations, GHG mitigation goals, and evolving local, state, and federal regulatory requirements.
- **Grid Reliance Risk:** As the grid transitions and electrification increases, reliance on information technologies continues to grow. Our customers and communities will depend on electricity supply to support increasing energy demands—making reliability and resilience more critical.
- **Physical Climate Change Risks:** Changes to present-day weather patterns are posing increased challenges to our facilities and operations.
- **Affordability Implications:** Equitable, affordable energy access must be maintained while simultaneously investing in the energy transition.

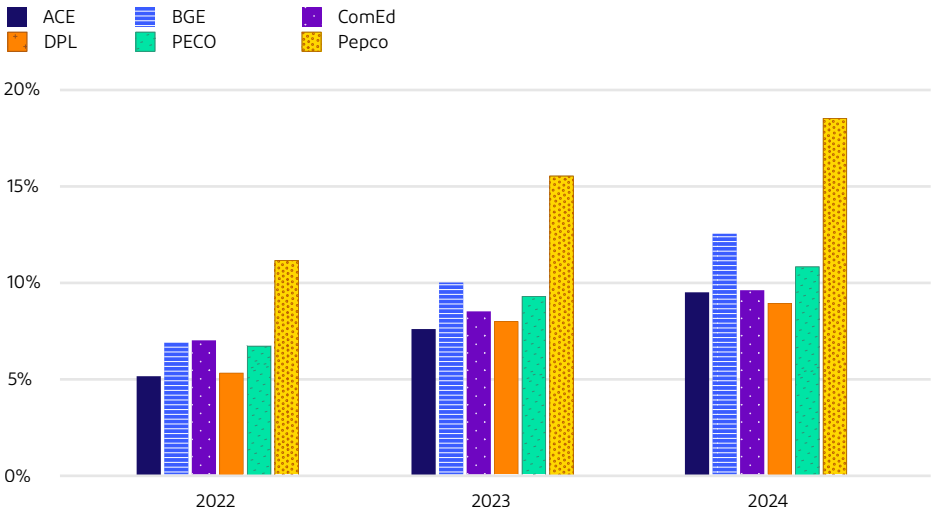
These risks are not solely driven by climate change. However, accelerating climate changes necessitate quicker system adaptation, particularly in terms of both adjustments to energy use and responsiveness to weather impacts.

## External Risk Indicators

While our climate risk scenario analysis work helps us learn about potential pathways and projections associated with energy transition and adaptation, Exelon has also developed external key risk indicators (KRIs) to monitor how these areas are evolving in context with historical trends and modeled future projections. We regularly evaluate the methodology used in the KRIs and adjust as needed. Some key examples include:

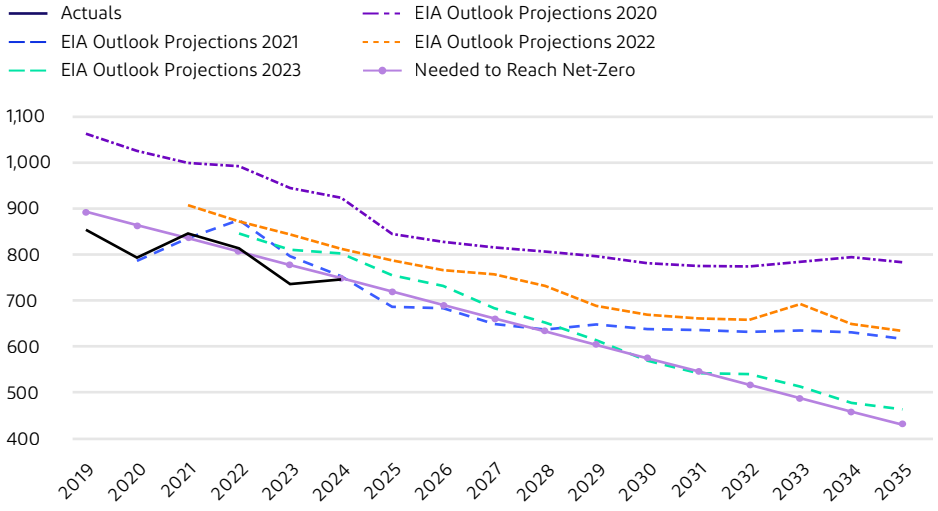
### EV Adoption in Our Territories[28]

Percent EVs




### PJM ISO Grid Average[29][30]

Pounds of $CO_2$ per MWh




### Energy Transition and Grid Reliance

Exelon tracks EV adoption across our territories as one leading indicator of the energy system transition. While we are preparing for many types of technological change, EV adoption can rapidly change when and how customers use the grid. We monitor market adoption of EVs to allow us to turn this risk into an opportunity, tracking not just when it hits a certain level, but also how quickly it is changing over time.

### Grid Decarbonization

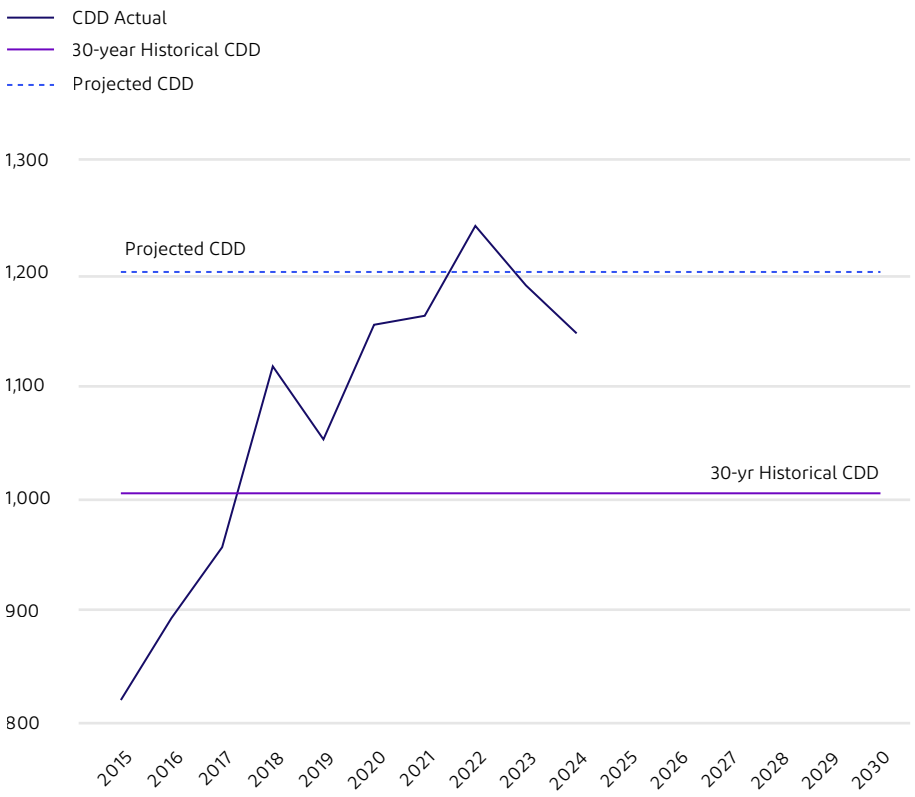
Exelon tracks grid electric supply emissions rates as a measure of decarbonization success. As Exelon no longer owns electric generation, we do not have direct control over the emissions rate of the electricity that we deliver to our customers. Therefore, we monitor the actual and projected PJM grid emissions rate against the needed glide slope to reach Net Zero by 2050.

[28] Registration data for new Battery Electric Vehicles (BEV) and Plug-In Hybrid Electric Vehicles as of June 30, 2025, sourced from EPRI and Experian.

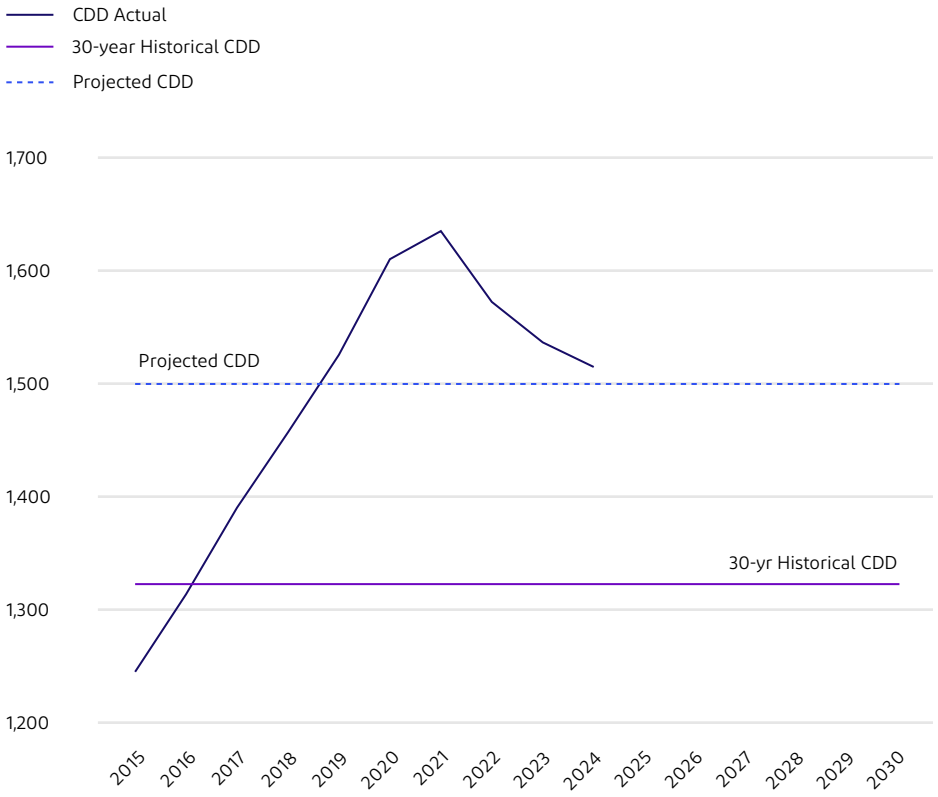
[29] Projected values are made available by the U.S. Energy Information Administration (EIA). Actual values are retrieved from the PJM Environmental Information Services site. Data pulled on 03/17/2025.

[30] EIA Outlook Projections 2024 were not available when data was pulled for this report, so 2020–2023 projections are shown.

## Chicago Cooling Degree Day (CDD) KRI[31][32][33]




## Mid-Atlantic Cooling Degree Day (CDD) KRI[31][32][33][34]




### Physical Climate Change Risks

Exelon uses changes in the demand for cooling as a key indicator of physical climate change in our areas. This risk indicator compares the historic cooling degree values (what the climate has been like in the past), the actual three-year average of cooling degree days (what the climate is like now), and the 10-year forward projection of cooling degree days (what the climate is expected to look like in the near future based on a low-emissions scenario). While there are a variety of climate change parameters that may affect our assets, hot temperatures are one of the best high-level indicators measured and accurately modelled. We also use cooling degree days to consider increasing heat impacts on electricity demand. Increasing peak and average temperatures also have implications for the performance and design requirements of our electric system equipment.

[31] 30-year Historical CDD reflects the time period 1991–2020. Actual CDD reflects the 3-year average. Actual and observed values are retrieved from the National Centers for Environmental Information.

[32] Projected CDD represents the annual projected CDD for the decade of the 2020s from a lower-emissions scenario. Values are from the U.S. Climate Resilience Toolkit Climate Explorer.

[33] Data was pulled 01/13/2025.

[34] Baltimore is used as a proxy for the Mid-Atlantic.

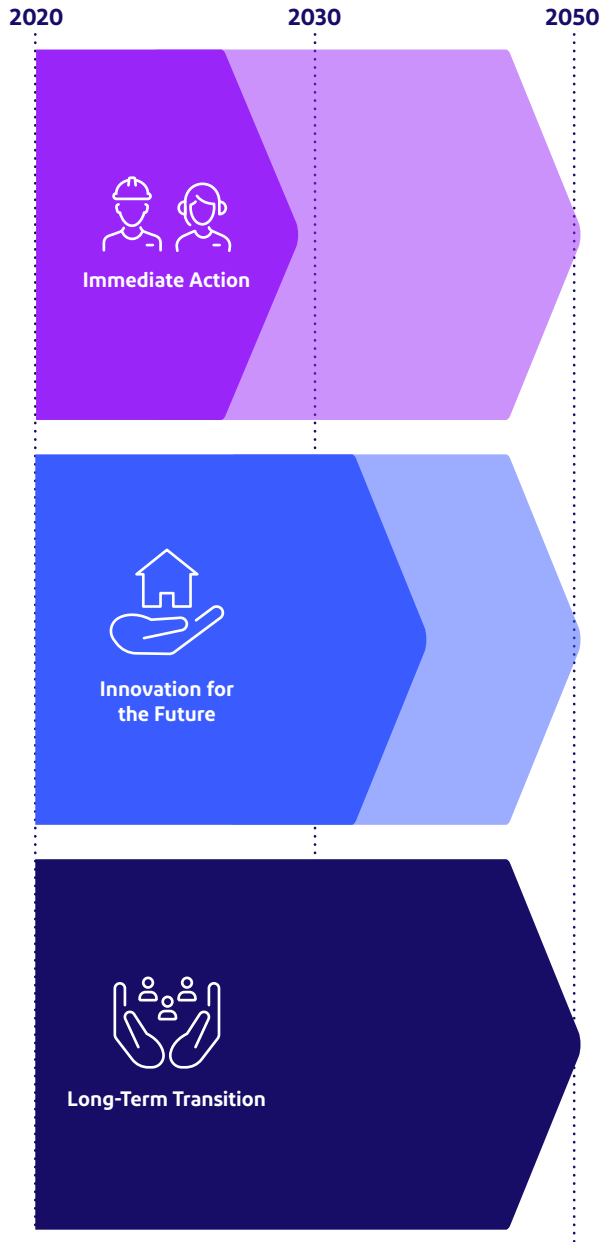
# Managing Climate Transition Risks

Exelon's Path to Clean GHG reduction plan uses a three-pronged approach:

- **Short-term:** Focus on immediate action to cut our operations-driven Scope 1 and 2 GHG emissions by 50 percent by 2030 (from a 2015 baseline). This goal includes sources we directly control, such as our facilities, vehicle fleet, and the assets we use.
- **Mid-term:** Focus on innovation for the future and understanding the challenges we face in emissions reductions and adaptation through research, pilots, and industry-wide efforts to develop solutions to achieve Net Zero by 2050.
- **Long-term transition:** Seek to coordinate with our communities to make short- and mid-term investments that support their future clean energy goals, with a focus on affordable and reliable energy systems.

Our Path to Clean program aligns our operating companies around decarbonization and integrates short-, mid-, and long-term climate change imperatives into our business strategy. Our goal is aligned with the economy-wide, global effort to limit global temperature rise to 1.5° C above pre-industrial levels, which the IPCC identified as necessary to avert the worst impacts of climate change.

## Exelon's Path to Clean Strategy[35]




### Short-Term

#### Company and Operations

Take actions to reduce operations-driven emissions by 50 percent by 2030 and continue planning and investment to achieve net-zero GHG emissions by 2050:

- Facilities
- Fleet Vehicles
- $SF_6$
- Pipe Replacements
- Emergency Generation
- Refrigerants

### Mid-Term

#### Empowering Customers

Advance technologies needed for our operations to achieve net zero by 2050:

- Public Charging
- Distributed Solar
- Battery Storage
- End Use CCS
- Carbon Offsets
- Energy Efficiency
- Clean Fuel Blending
- Demand and Flex Load
- Climate Adaptation

### Long-Term

#### Community Support

Partner with communities on policies and investments in a clean energy future:

- Market Rules
- Asset Ownership
- Grid Emissions Rates
- Rates and Recovery
- Community Interaction
- Customer Programs

[35] Initiating actions across all areas now, so emerging technologies will be broadly ready for implementation as they are needed.

## Transition Planning for Economy-Wide Energy Transformation

As we integrate transition planning into our business strategy, we understand that only some of the choices and actions are ours. Transforming energy systems to a low-carbon economy will require actions across every sector, economy-wide. We will need markets and policies that drive upstream decarbonization of electric supply and downstream end-user choices that improve efficiency and flexibility in electric demand. Exelon is mapping out opportunities to enable this future through direct and indirect actions.

### Exelon's Role in the Energy Transition

# Supporting Our Communities Through the Transition

Engagement with our communities is essential to developing a transition plan that best suits most customer needs and goals within the bounds of the regulatory structures in the service territories where we operate. We work with our communities to plan for an equitable transition and to help historically under-resourced areas access the benefits and opportunities this transition can offer. In identifying the range of issues we should weigh as we plan, we consider widely accepted dimensions of equity:

- We seek to understand historic and contemporary inequalities, and what changes may be needed in structures, programs, and policies;
- We consider who is at the decision-making table, whose voices are heard, and seek to provide opportunities for meaningful participation;
- We work to develop programs and opportunities that allow all our customers and communities to share in the benefits of the transition.

The speed and breadth of change depends on community goals, regulatory and market structures, and the industries and natural resources available. The community's economic health is also a consideration in ensuring widespread access to new technologies and increasingly clean energy, as well as whether the local workforce can develop to support a low-carbon transition. Each of our utilities works with its communities and state regulators to help attain community goals and stimulate local economies.

The utility industry business model is structured such that the costs of the energy commodity and the investments made to expand, modernize, and adapt the distribution system are ultimately passed on to customers at the rates reviewed and approved by public utility commissions. We carefully consider the overall prudency and cost-effectiveness of our investments and procurement strategies, as well as the economic impacts on all energy users.

The Example Climate- and Transition-Related Goals in the Jurisdictions Served by Exelon table provides an overview of goals in our jurisdictions. Our T&D-only business model is well-positioned to support our jurisdictions in achieving their goals in many of these areas.

## Example Climate- and Transition-Related Goals in the Jurisdictions Served by Exelon[36]

| Jurisdictions | GHG Reduction Goal | Renewable Energy Goal (Solar Carve Out) | Electric Vehicle Adoption Goal | Energy Efficiency Goal | Battery Storage Goal | Community Solar Program | Offshore Wind Goal |
|---|---|---|---|---|---|---|---|
| D.C. | 60% by 2030; carbon neutrality by 2045 | 100% by 2032<br>(15% by 2041 locally) | 25% registered by 2030; 100% of public buses and fleets, private fleets greater than 50, and taxis and limousines by 2045 | 50% reduction in per capita energy use by 2032 | No | Yes | No |
| Delaware | 50% GHG net emissions reduction by 2030 below 2005 levels<br>Net-zero by 2050 | 40% by 2035<br>(10% by 2035) | 17,000 zero-emission vehicles (ZEVs) sold annually by 2030<br>82% ZEV sales target by 2032 (Advanced Clean Cars Act II [ACCII]) | 0.7% Annual commercial reduction by 2022 and 1.5% in from 2023 | No | Yes | No[37] |
| Illinois | Zero emissions from electric generation by 2050, and net-zero aspirational for the state by 2050 | 40% by 2030 and 50% by 2040<br>(55% of the RPS goal) | 1 million registered EVs in the state by 2030 | ComEd must attain 21.5% persisting energy savings by 2030 | No | Yes | No |
| Maryland | 60% by 2031 below 2006 levels; net-zero emissions by 2045 | 52.5% Renewable by 2030<br>(14.5% by 2030)<br>100% clean energy by 2035 (Administrative Order) | 1.1 million EVs registered by 2030; 100% ZEVs by 2035 (ACCII) | 2.25% each year 2025–2026, 2.5% annually in 2027 and thereafter | 750 MWs by 2028<br>3,000 MW by 2034 | Yes | 8,500 MW by 2031 |
| New Jersey | 50% below 2006 levels by 2030; 80% by 2050 | 100% clean by 2035<br>(32 GW by 2050 instate) | 330,000 "on the road" by 2025 | 2.15% annual reduction by 2025 | 2,000 MW by 2030 | Yes | 11,000 MW by 2040 |
| Pennsylvania | Aspirational goal of 26% reduction by 2025 and 80% by 2050 below 2005 levels in the last administration's Climate Action Plan | 8% by 2020–2021<br>(0.5% by 2020–2021) | No stated passenger EV goal; 100% ZEV MHD sales by 2050, 25% EV state fleets by 2025 | Mandatory kWh reductions set by PA PUC on company-specific basis | No | No | No |

[36] This table provides a summary view of climate change-related goals enacted into law, or created by administrative policy, in the states and jurisdictions served by Exelon's utilities as of 12/31/2024. It is intended to provide examples of current longer-term requirements at the highest level; readers interested in the details of these goals are advised to consult the implementing legislation or executive action. In addition, jurisdictions served by Exelon may be considering now, or will in the future, new or modified climate- and/or transition-related goals across all listed categories.

[37] The Energy Solutions Act of 2024 authorizes the State Energy Office, with the approval of the Commission, to issue solicitations to procure offshore wind in aggregate amounts of up to 1,200 MW.

# GHG Emissions Profile

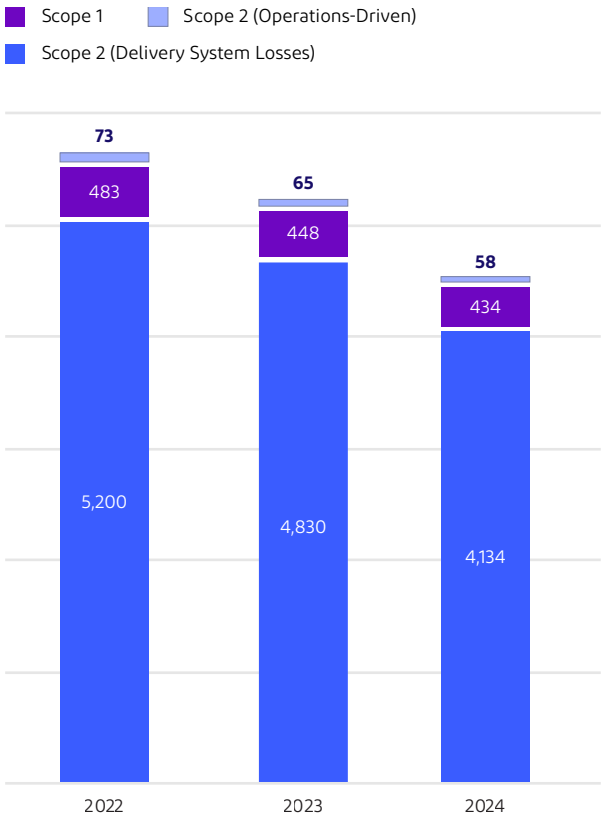
Exelon measures its GHG emissions in accordance with the World Resources Institute Corporate Standard for GHG Accounting. These include:

- **Scope 1:** Direct emissions from company-owned and controlled sources, e.g., company facilities, vehicles, and fugitive emissions.
- **Scope 2:** Indirect emissions from Exelon's consumption of purchased electricity. We divide these emissions into operations-driven Scope 2, associated with our facility use, and customer-driven Scope 2, associated with T&D system use and losses.
- **Scope 3:** Indirect emissions that occur in Exelon's value chain associated with the production, generation, and end use of the energy our customers consume.
- **Supplemental Biogenic Emissions:** $CO_2$ emissions associated with renewable biofuels that are considered carbon neutral for direct corporate accounting, since their upstream emissions benefits are often greater than their end-use combustion emissions.

Please see our GHG Accounting and Reporting Protocol in the Appendix for more information on Exelon GHG emissions accounting and links to our GHG emission inventory verification statements.

## Corporate GHG Emissions Over Time

in thousands, metric tons $CO_2e$




## Exelon Corporate GHG Emissions Over Time[38][39]

| Thousand metric tons $CO_2e$ | 2022 | 2023 | 2024 |
|---|---|---|---|
| Scope 1 | 483 | 448 | 434 |
| Scope 2 (Operations-Driven)[40] | 73 | 65 | 58 |
| Scope 2 (Delivery System Losses)[40] | 5,200 | 4,830 | 4,134 |
| Total Scope 1 and Scope 2 Emissions | 5,756 | 5,342 | 4,626 |
| Total Scope 3 | 91,607 | 84,514 | 79,721 |

[38] Historic 2022 data reflects the current Exelon operational footprint. Data reflects total corporate and operating company GHG emissions.

[39] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions.

[40] Market-based accounting.

# Progress on Our Path to Clean

## Scopes 1 and 2 Emissions: Our Operations

Exelon's Path to Clean quantitative commitment is to reduce our Scope 1 and 2 operations-driven GHG emissions by 50 percent by 2030 and to achieve net-zero operations by 2050.[41] Operations-driven emissions are those that we directly control, including those associated with our facilities, fleet vehicles, use of $SF_6$ insulating gas, and our gas distribution system infrastructure. To meet our goals, we focus on where we can reduce GHG emissions through work practices, investments, and deployment of technologies.

Exelon aligns its voluntary GHG emission reporting with mandatory reporting requirements of the Environmental Protection Agency (EPA) GHG Mandatory Reporting Rule (MRR). In 2024, EPA finalized changes to the MRR that updated the global warming potentials of various greenhouse gas pollutants. Most notably, the global warming potentials of $SF_6$ and methane were increased, causing increases in our GHG emission profile. These changes are incorporated into our inventory in 2024, as well as shown in our adjusted inventory numbers. We anticipate further adjusting of our inventory numbers next year to align with EPA changes affecting how fugitive methane emissions from our gas delivery systems are calculated.

[41] Operations-driven emissions include 100 percent of our Scope 1 GHG emissions and the portion of Scope 2 GHG emissions associated with facility energy use.

[42] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions, including the 2015 baseline year.

In 2024, we realized a 4 percent decrease in our operations-driven emissions from the previous year, achieving a 41 percent from 2015.[42] We saw steady performance improvement in the areas we have targeted for reduction by 2030. From last year, we saw reductions in fleet emissions resulting from our vehicle electrification efforts and an increased focus on avoiding vehicle idling, reduction in $SF_6$ emissions as a result of the continued focus on $SF_6$ management, reduction in facility-related emissions through clean electricity purchases, and a continued decline in fugitive natural gas emissions as a result of our pipe modernization programs.

### Focus Areas and Actions to Cut Operations-Driven Emissions in Half by 2030

| Company and Operations | |
|---|---|
| **Facilities** | Focus on energy efficiency and clean electricity for our operations<br>**Examples:** audits, efficiency upgrades, zero-carbon electricity (nuclear) and renewable energy credit (REC) purchases, space optimization |
| **$SF_6$** | Invest in equipment and processes to reduce $SF_6$ leakage from our systems<br>**Examples:** aging breaker replacement, leak management and maintenance, $SF_6$ alternatives |
| **Vehicle Fleet** | Electrify 30 percent of our own vehicle fleet by 2025 and 50 percent by 2030<br>**Examples:** light-duty vehicle electrification and focus on fuel and operational efficiency |
| **Gas System** | Modernize our natural gas infrastructure to minimize methane leaks[43] and increase safety and reliability.<br>**Examples:** aging pipe replacement, leak detection, third-party damage protection |

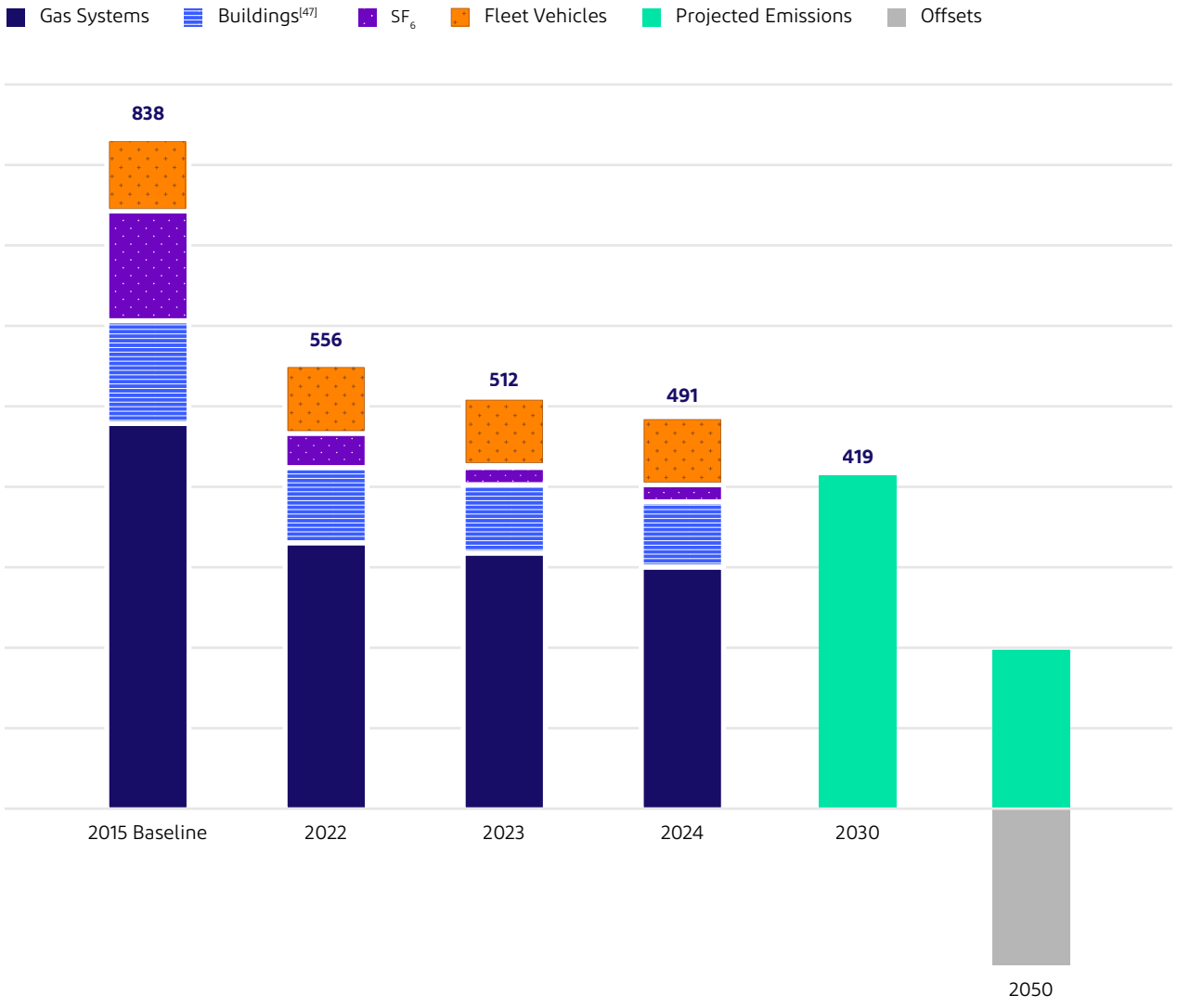
[43] Please see our Appendix for more details on natural gas system emissions.

We are focused on maintaining steady progress toward our 2030 reduction goal. 2024 marks the second year that a Path to Clean GHG performance goal was included as part of a responsible business modifier within the enhanced Annual Incentive Plan (AIP) for salaried exempt, non-exempt, and hourly craft regular employees. Under this plan, up to 10 percent of the overall AIP payout was linked to measures that include Exelon's progress on its Path to Clean goal.

We are exploring the use of GHG offsets to help achieve our 2050 net zero goal for emissions that cannot be otherwise reduced. However, we also recognize that the science and guidance around the use of GHG offsets is still evolving. As such, we plan to continue engaging with stakeholders and incorporate GHG offsets as part of our longer-term strategy once there is more certainty around the methodology and accounting standards.


## Path to Clean Operations-Driven Emission Reduction Goal Progress[44][45][46]

in thousands, metric tons $CO_2e$




[44] All GHG emissions data, including the 2015 baseline, reflects Exelon's current corporate boundary. Chart data is available in the Exelon Corporate GHG Inventory table in the Appendix.

[45] Market-based accounting.

[46] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions, including the 2015 baseline year.

[47] Includes gas plant combustion.

## Path to Clean: Supporting Our Customers and Communities while Reducing our Scope 3 Emissions

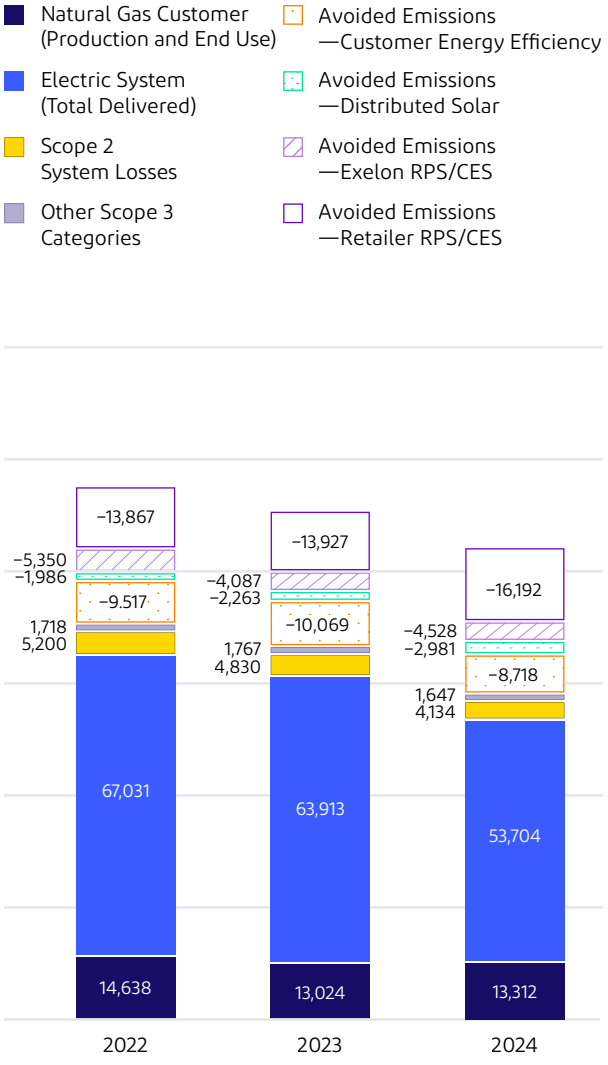
Our Path to Clean program also supports our customers and communities to achieve their clean energy goals. The majority of our Scope 3 emissions come from the production and use of the energy we deliver to customers, which are the same emissions targeted by our communities' goals. Exelon drives energy consumption reduction through Customer Energy Savings Programs and connects customer-distributed energy through our Green Power Connection program. We also meet renewable portfolio compliance obligations for the electricity we purchase on behalf of customers and advocate for public policies that promote the transition to cleaner energy. Without these programs, our customer Scope 3 emissions in 2024 would have been over 32 million metric tons higher, as shown in the avoided emissions segments of the Exelon Customer-Driven Emissions bar chart.

As detailed in the Appendix, Exelon's regulated T&D utilities cannot own electricity generation for customer supply, and thus, we do not have direct control over how the electricity we deliver is generated. In establishing our quantitative operations-driven goal, we focused on emission reduction strategies within the business operations that we directly control. Because we cannot control how our customers use energy or the sources that produce it, we have not yet established a similar quantitative goal for our Scope 3 emissions. Similarly, uses and losses for our distribution system are driven mainly by customer load, weather, and the grid emissions rate. We currently include these Scope 2 emissions with customer-driven emissions as well. While we have not yet set a quantitative goal for our customer-driven emissions, we strive to help customers reduce energy consumption through our award-winning customer EE programs.

Total Scope 3 GHG emissions comprise several upstream and downstream elements of our business operations. In line with World Resources Institute guidance, Exelon reports Scope 3 emissions across 15 discrete categories in order to help us understand (1) the most GHG-intensive elements of our business; and (2) where supply chain engagement may have the biggest impact for GHG emissions reductions. A breakdown of Exelon's Scope 3 emissions, available in the Appendix, confirms that emissions associated with the upstream production of the energy we deliver constitute our most significant emissions. The second highest category is downstream end-use combustion of natural gas after delivery to our customers. These two sources comprise 98 percent of Exelon's Scope 3 GHG emissions. Please see our Sustainable Supply Chain section for additional actions related to our Purchased Goods and Services and Capital Goods categories, which comprise the third largest area of impact for upstream GHG emissions.

## Exelon Customer-Driven Emissions[48][49]

in thousands, metric tons $CO_2e$




[48] Avoided emissions above are presented as negative numbers and depict what emissions would have been in the absence of Exelon customer programs and Renewable and Clean Portfolio Standards (RPS/CES) compliance in our jurisdictions.

[49] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions.

# Safely Powering Reliability and Resilience

Exelon continuously evaluates our performance to improve safety and reliability, reinforce our physical infrastructure, strengthen our cybersecurity defenses, and maintain excellent customer service. By planning for climate change and utilizing business continuity plans so that our operations can withstand emergent events, including extreme weather and physical and cybersecurity risks, Exelon's grid and digital infrastructure is proactively prepared.


Disaster Preparedness and Storm Response →

Climate Change Adaptation →

Physical Security, Cybersecurity, and Business Continuity →


## Reliability Performance and Investments

Exelon's utilities are dedicated to delivering reliable energy and excellent customer service. In 2024, we sustained strong electric reliability and gas operations performance despite a challenging operating environment. The year also marked the return of more adverse weather, including major storms affecting several operating companies. Our investments in grid resilience and distribution automation paid off, preventing hundreds of thousands of customer interruptions.

In the last eight years, Exelon's utilities have installed over 9,700 distribution automation devices—smart electronic switches that protect customers from electric service interruptions or automatically rearrange circuits to restore power quickly. In 2024 alone, these devices protected nearly 6.5 million customers from outages or restored power automatically, normally within one minute.

The System Average Interruption Duration Index (SAIDI)[50] and the System Average Interruption Frequency Index (SAIFI)[51] are reliability indices commonly used by electric power utilities. SAIDI is the average cumulative outage duration for each customer served, while SAIFI is the average number of interruptions per customer.

[50] SAIDI represents the average duration of interruptions per customer (total interruption minutes), excluding major events, per IEEE definition 1366, and planned interruptions.

[51] SAIFI represents the average number of interruptions per customer (total interruptions), excluding major events, per IEEE definition 1366, and planned interruptions.

## Reliability

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| **SAIDI** | | | |
| BGE | 66 | 60 | 67 |
| ComEd | 29 | 26 | 27 |
| PECO | 55 | 56 | 60 |
| PHI | 52 | 49 | 48 |
| **SAIFI** | | | |
| BGE | 0.74 | 0.69 | 0.63 |
| ComEd | 0.43 | 0.39 | 0.40 |
| PECO | 0.62 | 0.62 | 0.67 |
| PHI | 0.61 | 0.52 | 0.54 |

**~35%**

Improvement in Reliability Through Grid Investment[52]


[52] Source: Adapted from Exelon Fourth Quarter 2024 Earnings Conference Call presentation, page 12.

## Our Reliability Goals

### SAIDI

Exelon utilities will achieve and maintain top quartile performance for SAIDI (IEEE Standard 2.5 Beta Method) against our Edison Electric Institute (EEI) utility peer group.

#### 2024 SAIDI Goal Status

BGE, ComEd, PECO, and PHI all achieved first quartile SAIDI performance values, as compared to 2023 industry benchmarks (using 2022 data). PHI recorded its best-ever SAIDI performance, and both ComEd and PHI reached the top decile.

#### 2025 Goal

Maintain top quartile performance at each utility.

### SAIFI

Exelon utilities will achieve and maintain top quartile performance for SAIFI (IEEE Standard 2.5 Beta Method) against our EEI utility peer group.

#### 2024 SAIFI Goal Status

BGE, ComEd, PECO, and PHI all achieved first quartile SAIFI performance values, as compared to 2023 industry benchmarks (using 2022 data). BGE SAIFI performance was best on record, and ComEd and PHI achieved top decile.

#### 2025 Goal

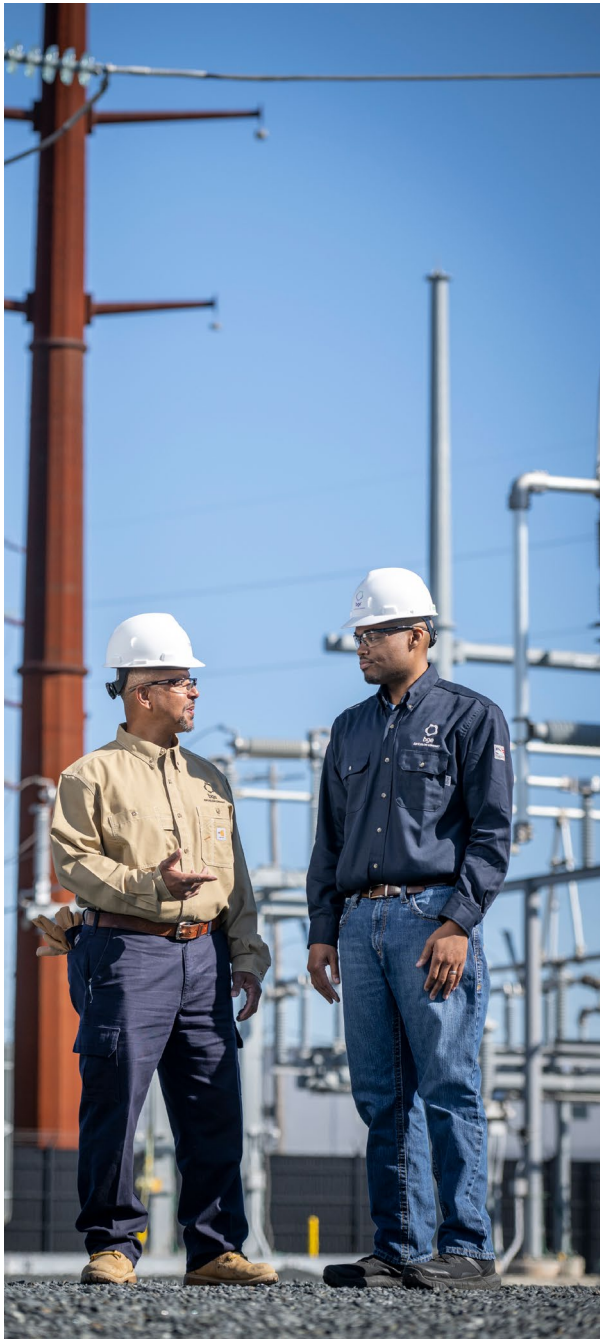
Maintain top quartile performance at each utility.

Ongoing electric reliability improvements at our utilities include:

- Enhancing resilience by upgrading or replacing aging overhead infrastructure with modern, tree-tolerant construction or underground cable—reducing equipment failures and strengthening the system against storms.
- Implementing targeted reliability upgrades for areas where reliability is below the system average.
- Installing new electronically-controlled switches to reduce the number of customers affected during unplanned outages.
- Continuing vegetation management to prevent tree limbs from affecting overhead lines and other assets.
- Proactively replacing and remediating underground distribution cable to mitigate faults and related outages.
- Continuing integration of information from smart meters into the outage management process.
- Measuring and managing outage restoration processes for improved efficiency.
- Exploring new technologies to reduce outage frequency and duration.

Exelon invested over $7.6 billion across our regulated utilities in 2024 and plans to invest about $38 billion from 2025 through 2028 to improve the reliability and resilience of our physical energy delivery systems. Each of our utilities proactively prepares employees and assets for a changing future by training key personnel on potential climate change impacts and integrating climatic projections into our engineering standards and existing systems. In 2024, Exelon met its goal of making foundational climate change training available to all Exelon employees. The training defines key terminology, identifies causes of climate change, describes impacts to the energy delivery system, and reinforces Exelon's Climate Change Policy.

Our utilities are exploring how microgrids, distributed resources, and energy management tools can work together to support a clean energy future. This includes smart streetlights, resilience hubs at public housing sites, smart kiosks, electric vehicle (EV) chargers, access to community solar, and energy efficiency programs.



## Managing Investment Grade Ratings[53][54]

| | Moody's | S&P[55] |
|---|---|---|
| Exelon | Baa2 | BBB+ |
| ComEd | A1 | A |
| PECO | Aa3 | A |
| BGE | A3 | A |
| ACE | A2 | A |
| DPL | A2 | A |
| Pepco | A2 | A |

## Exelon Capital Expenditures[54][56]

| | 2024 | 2025E | 2026E | 2027E | 2028E |
|---|---|---|---|---|---|
| Gas Delivery | 1,000 | 975 | 950 | 950 | 925 |
| Electric Transmission | 1,450 | 2,550 | 3,475 | 3,400 | 3,125 |
| Electric Distribution | 5,100 | 5,550 | 5,300 | 5,400 | 5,400 |
| Total | 7,550 | 9,075 | 9,725 | 9,725 | 9,475 |

[53] Includes senior unsecured ratings as of February 12, 2024 for Exelon Corp and BGE and senior secured ratings for ComEd, PECO, ACE, DPL, and Pepco.

[54] Source: Adapted from Exelon Fourth Quarter 2024 Earnings Conference Call presentation, page 18.

[55] On February 7, 2025, S&P upgraded Exelon Corporate's senior unsecured rating to BBB+ from BBB. The upgrade reflects S&P's expectation that Exelon's FFO/Debt outlook will be 13 to 14 percent through 2028 supported by credit supportive case outcomes in 2024.

[56] Rounded to nearest $25 million; may not sum due to rounding.

# Disaster Preparedness and Storm Response

Protecting the electric grid and natural gas infrastructure is vital for our customers' day-to-day activities and the safety and vitality of our communities. Exelon has made significant investments to enhance critical infrastructure protections, improving stability and weather resilience.

To enable Exelon utilities to respond to storms and other emergencies, Emergency Preparedness (EP) teams identify and structure Emergency Response Organizations (ERO) within each operating company. EROs consists of trained personnel who periodically conduct preparatory drills. Dedicated storm response facilities are equipped with essential computer and telecommunications equipment, software applications, and documentation to enable efficient and effective performance. The EP teams uphold high readiness standards and continuously improve the program to ensure optimal emergency response capabilities.

Exelon shares actionable intelligence with industry and government partners, including federal, state, and local law enforcement organizations to promote vigilance, adapt defenses to current and anticipated threats, and respond quickly, if needed. We also monitor our supply chain to ensure strict adherence and compliance with federal and industry guidance to maintain disaster readiness.

Exelon provides communication and resources via our corporate website and a range of social media platforms, including X, LinkedIn, and Facebook. Through these channels, we respond to customer inquiries and concerns, share real-time outage updates, and communicate disaster preparedness and emergency response information directly to our customers and communities. We also send notifications ahead of major weather events and related issues, such as increasing or decreasing temperature conditions, to help our customers be prepared for upcoming conditions.

We also send notifications ahead of major weather events and changes to help our customers prepare. For more information, please visit our utilities' Preparing for an Outage websites:

- ACE
- BGE
- ComEd
- DPL
- PECO
- Pepco

All Exelon operating companies actively participate in mutual assistance across the country, providing storm response resources to other utilities in need while also enabling us to access a broader network of additional resources to support customer service continuity. Our utilities belong to regional mutual assistance groups across the U.S. and parts of Canada, coordinating aid and other storm response resources for impacted utilities. Exelon uses a scalable response, combining internal resources and external contractors, mutual assistance crews, and support from other Exelon utilities, to respond to natural disasters. For forecasted events, such as hurricanes or winter storms, additional resources and pre-stage crews are secured in advance. For sudden events with little warning, such as summer thunderstorms or derechos, local and regional resources mobilize quickly to minimize response times.

## Mutual Assistance

| | BGE | ComEd | PECO | PHI |
|---|---|---|---|---|
| Great Lakes Mutual Assistance Group | | ✓ | | |
| Midwest Mutual Assistance Group | | ✓ | | |
| North Atlantic Mutual Assistance Group | ✓ | | ✓ | ✓ |
| Southeastern Electric Exchange | ✓ | ✓ | ✓ | ✓ |

Exelon continues to assess potential risks associated with climate change to enhance our storm response strategies. As wildfires become more frequent and severe, we are assessing wildfire-related risks across our jurisdictions. The Federal Emergency Management Agency currently classifies wildfire risks throughout Exelon's service territories as relatively low, with pockets of moderate or elevated risk at the census tract level. We manage wildfire-related risks through emergency response planning, protocols, and drills; vegetation management practices to maintain line clearances; and investment in new equipment. Our monitoring and planning related to all emerging climate-related physical risks, including wildfire risks, is informed by periodic reviews of the latest publicly available climate change modeling, ongoing consultations with local government emergency response organizations, and work with our industry trade groups to identify and share best practices and learnings.

# Climate Change Adaptation

Maintaining energy system reliability has always been paramount to Exelon, and weather-related risk remains a key focus area. We have established many processes and programs to prepare for emergency events, including Disaster Preparedness and Storm Response. Each utility invests in new equipment to enhance reliability and resilience, making our systems less vulnerable to the effects of increasingly extreme weather events. Preparation efforts include inspecting and replacing poles, trimming vegetation and trees, and conducting tests and drills to ensure crews are prepared for emergency situations.

Exelon prioritizes system resilience to prevent service disruptions and reduce recovery times. Our processes must consider both acute physical risks, driven by specific events, and chronic physical risks, which include longer-term shifts in climate patterns. Climate change is intensifying acute risks and accelerating shifts, so Exelon continuously evolves our adaptation planning efforts as new tools and information become available. We integrate future-focused thinking into our core processes, recognizing that tomorrow's challenges will differ from the past.


Some of the ways we are responding to the impacts of climate change include:

- Incorporating physical climate change data into our existing system design processes and material condition assessments to enhance infrastructure planning.
- Working with our communities to understand their climate change response plans so that we can adapt and evolve in alignment with those efforts.
- Supporting the development of a standardized methodology for assessing potential impacts to utility infrastructure planning, and improving the tools used to evaluate the benefits of alternative resilience investments.

Exelon is expanding its adaptation planning toolkit through participation in the Electric Power Research Institute (EPRI)'s Climate READi program, which focuses on vulnerability assessment for the electric industry and resilience specific to our business. As part of our participation with Climate READi, we also seek to identify best practices to share across our utilities.

# Physical Security, Cybersecurity, and Business Continuity

Exelon is committed to providing physical security, cybersecurity, and business continuity programs to protect our people, infrastructure, customers, and the communities we have the privilege to serve.

Cyber and physical threats to energy infrastructure have become increasingly sophisticated and dynamic. Exelon utilizes a risk-based, intelligence-driven, "defense-in-depth" approach to develop cybersecurity and physical security policies and procedures. We maintain strong partnerships with law enforcement and U.S. intelligence agencies, and coordinate with the Electricity Information Sharing and Analysis Center. We participate in the Department of Energy's Cybersecurity Risk Information Sharing Program to strengthen the security of the energy grid, develop and deploy new technologies, and participate in drills and exercises.

These relationships enhance our knowledge of national and international threats that may affect our personnel and facilities, in addition to improving our ability to respond to incidents that may impact Exelon. They also allow us to educate first responders on issues that impact us and highlight the need for collaborative and effective responses from governmental agencies.

## Physical Security

Our Corporate Physical Security Department reports to the Senior Vice President of Operations, Business Investments, and Corporate Physical Security. This department oversees the design, implementation, and maintenance of security standards and systems to protect our customers, personnel, and assets. They also identify and monitor critical sites and potential threats to our operational assets, including terrorism, sabotage, theft, and vandalism. Our intelligence capabilities continue to grow and identify threats, informing strategic and tactical decisions.

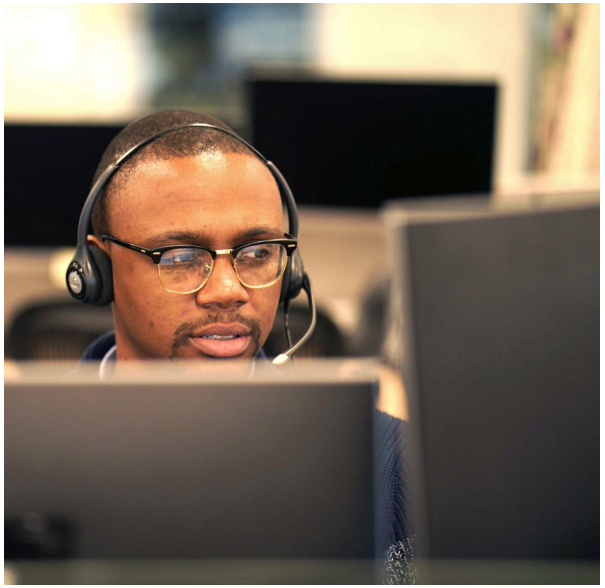
In 2024, the Corporate Physical Security team continued to implement multilayered and integrated security controls, including physical barriers, detection systems, access control, cameras, and video analytics across our sites to reduce vulnerability to physical attacks and unauthorized access to personnel, equipment, and systems.

## Cybersecurity

As one of the nation's major critical infrastructure providers, we prioritize the safety, reliability, and security of our systems and facilities. Cybersecurity is managed at the enterprise-level with information technology (IT) and operational technology controls aligned with the National Institute of Standards and Technology's (NIST) Cybersecurity Framework. This enables us to effectively identify, detect, respond to, and recover from a spectrum of threats, mitigating the likelihood of successful attacks and potential impacts. We take a collaborative approach to ensure that all operating companies benefit from a unified, flexible security program backed by pooled investments.

Exelon protects assets critical to grid reliability and national security by implementing the North American Electric Reliability Corporation Critical Infrastructure Protection Reliability requirements and secures our gas pipelines per the U.S. Department of Homeland Security's Transportation Safety Administration's Security Directives. Cyber assets critical to our electric and gas operations are isolated within restricted networks, segmented from the enterprise IT environment and the Internet, continuously monitored for malicious activity, and routinely evaluated for vulnerabilities.

Exelon conducts stringent employee and contractor screening. We continuously advance security awareness through training and monitoring programs, which address both cyber threats and physical threats. Employees must participate in annual training addressing security awareness, including cybersecurity and phishing.



We have a robust incident response program to manage and respond to cybersecurity and physical incidents and to drive system recovery and business continuity. We maintain a single, centralized cyber incident response program that aligns with NIST's Cybersecurity Framework, on which employees are regularly trained and tested to ensure preparedness and identify opportunities for improvement. All of Exelon's security policies are reviewed annually and updated as necessary to remain current.

## Business Continuity

Our substantial business continuity plans assist the business units with response and recovery programs, which create resilience in an evolving landscape of physical and cyber threats. This program covers all Exelon business functions, focusing on maintaining operational readiness. To safeguard our business resilience, we apply a combination of incident response, crisis management, business continuity, and systems recovery programs. We designed these programs to align with NIST standards and to apply to all risks and hazards.

Exelon's Corporate Physical Security, Cybersecurity, IT, and Emergency Preparedness teams support response and recovery activities. When priority incidents occur, we quickly mobilize resources, execute recovery strategies, and establish workarounds. The systems recovery and IT disaster recovery programs minimize downtime through a coordinated approach that informs and involves key stakeholders throughout the process.

In the case of a significant business disruption, Exelon leverages a variety of tactical and leadership-level response teams to respond and recover. The Corporate Emergency Response Organization (ERO) allows impacted business operations to quickly acquire support from corporate functions. It also centralizes communications through the Business Continuity and Crisis Management team. In 2024, the ERO mobilized once in response to a significant event, successfully minimizing impacts, maintaining operations, and keeping stakeholders informed. Functional teams also responded to a variety of threats and outages, which were addressed and did not require ERO activation.

Our functional leaders conduct annual reviews and approvals of business continuity and systems recovery plans, with a focus on prioritizing testing and team evaluations to ensure readiness and effectiveness. Following any actual event or exercise, the teams and their business partners discuss lessons learned and identify and execute corrective actions. The actions typically include updating business continuity plans and enterprise procedures to standardize incident responses and reduce recovery time.

# Advancing Clean and Affordable Energy for Our Customers

Exelon is focused on balancing customer interests in clean and reliable energy with keeping energy costs affordable. We continue to prioritize customer affordability while advancing grid resilience, modernization, and electrification. Our myriad programs and incentives, including energy efficiency, renewable energy adoption, and demand management, empower customers to manage their energy usage effectively.


Customer Satisfaction →

Smart Meters →

Green Power Connection →

Meeting State Renewable and Alternative Energy Requirements →

Beneficial Electrification and Enabling Electric Vehicles →

Energy Affordability →

Assistance to Low- and Moderate-Income Households →


## Customer Energy Savings Programs

Exelon's utility companies offer energy saving options for residential and commercial customers. Supported by smart grids, an advanced electrical system that uses automated technology, data collection, and two-way communications to deliver energy more reliably and efficiently, our energy saving programs help customers lower their bills and reduce their energy usage. By investing in a smarter grid, we enable an electric system that is reliable, resilient, responsive, efficient, and secure. Our customers benefit from real-time energy information, improved reliability, greater energy efficiency (EE), faster outage detection and response, and increased participation in the energy transition.

## Demand Response Programs

Exelon offers customers demand response options such as hourly pricing, remote management of residential air conditioning, and smart usage rewards, which help customers manage their costs and reduce energy loads during peak times.

Customers receive lower utility bills through the technology of smart thermostats and smart meters, which create curtailment credits during peak demand cycles and allow increased usage during off-peak times when costs are lower. Additionally, Exelon provides behavioral programs that alert customers to atypical and excessive use. This smart usage program reminds customers to be aware of energy usage and how it affects grid resiliency, and to take advantage of available peak demand programs. Several of our service territories provide commercial and industrial peak demand programs to help customers take advantage of off-peak pricing when they can modify their business cycles to avoid peak demand times.

[57] Calculated using the U.S. EPA Greenhouse Gas Equivalencies Calculator. Source: https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator#results.

## Energy Efficiency Programs

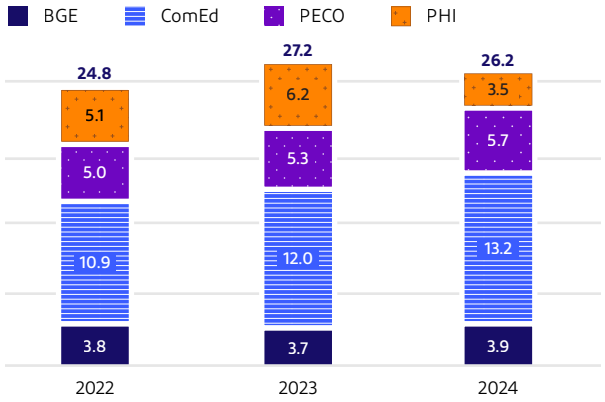
Through a combination of new and existing investments, Exelon utilities help customers save money and avoid emissions through various energy efficiency programs. These programs support customers in reducing their overall energy consumption through use of energy-efficiency technologies and practices.

Through the ComEd Energy Efficiency Program, PECO Energy Efficiency Program, BGE Smart Energy Savers Program®, and PHI Home Energy Savings Program®, customers saved over 26.2 million megawatt hours (MWh) of energy. These savings equate to more than 8.7 million metric tons of $CO_2e$ emissions avoided—equivalent to the $CO_2$ emissions from the energy use of almost 1.2 million homes for one year or the amount of carbon sequestered by over 8.7 million acres of U.S. forest in one year.[57] Program details vary by utility and may include offerings that enable customer savings through home energy assessments or audits; incentives for energy efficient home products, lighting, appliances, and equipment; and innovative programs like smart thermostats and combined heat and power programs, as well as appliance recycling. The Utility Savings From Customer Energy Efficiency Programs chart below shows a summary of MWh saved and greenhouse gas (GHG) emissions avoided over the past three years as a direct result of these programs.

## Utility Savings From Customer Energy Efficiency Programs

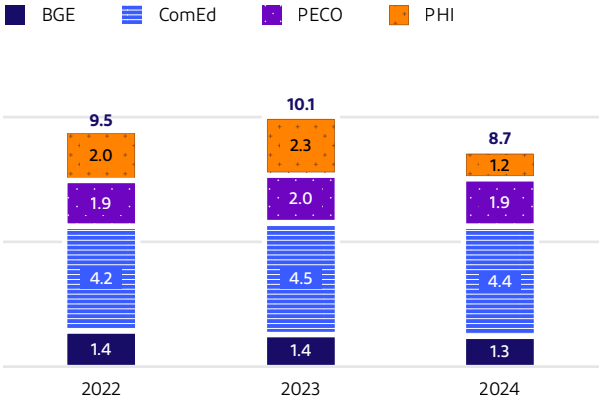
### MWh Savings[58][59]

in millions, MWh saved




### GHG Savings[60][61]

in millions, metric tons $CO_2e$ saved




[58] MWh savings are estimated and subject to future independent evaluation in several of Exelon's service territories. Future jurisdictional evaluation reports for each Exelon utility may affect final total MWh savings and can be consulted for final values once publicly available.

[59] PHI FY23 Customer Energy Efficiency programs' MWh did not reflect full program—values were previously understated.

[60] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions.

[61] GHG Savings values are a result of the MWh avoided from Customer Energy Efficiency Programs and the PJM grid emissions rate for the year in which the avoidance occurs. Year-over-year changes in grid emission rates may affect the reported values.

## Customer Energy Efficiency Goal

### 2024 Status[62]

In 2024, Exelon customers saved an incremental 3.27 million MWh, which exceeded Exelon's 2024 savings goal of 3.12 million MWh.

### 2025 Goal

Exelon expects to help customers save an incremental 3 million MWh through utility energy efficiency programs in 2025.

[62] Utility energy efficiency investments typically provide benefits for a number of years after the initial investment. Our 2024 status reflects MWh reductions from both ongoing "carry forward" prior year investments, as well as new incremental investments (those made in the previous fiscal year or the current year). Aggregate savings are estimated, with independent evaluations of results required in several Exelon utility jurisdictions. These evaluations may result in updates to one or more utility estimate values in the future when evaluations are completed. Please see these jurisdiction evaluation reports for final approved values.

[63] Calculated using the U.S. EPA Greenhouse Gas Equivalencies Calculator.

Exelon's utilities work with public service commissions and consumer advocates to identify energy efficiency plans and programs that help customers lower their energy bills by reducing electricity consumption. These measures not only reduce the total energy load Exelon serves, but they also cut Scope 2 GHG emissions from line losses and Scope 3 GHG emissions from electricity generation produced by upstream suppliers. Looking ahead to the future and further electrification of the economy, energy efficiency will continue to benefit our customers and communities by reducing the rate of peak energy demand growth, which helps reduce the capital spending on infrastructure that is necessary to ensure reliability during peak demand periods.

Exelon's gas utilities also support customers looking to switch to lower-carbon fuels. During 2024, they assisted approximately 1,500 customers to convert home heating from oil or propane to lower-carbon natural gas using higher efficiency heating equipment. Through these residential gas conversion programs, our utilities met customers' energy needs while avoiding almost 3,700 metric tons $CO_2e$ emissions through use of lower-carbon fuels, equivalent to 416,338 gallons of gasoline.[63]

**Ways to Save For Your Home**

BGE
ComEd
PECO
ACE
Delmarva
Pepco

**Ways to Save For Your Business**

BGE
ComEd
PECO
ACE
Delmarva
Pepco

## PECO's Natural Gas Energy Efficiency Program

Launched in 2009, PECO's Natural Gas Energy Efficiency program provides residential and commercial natural gas customers with ways to save energy. Since 2021, PECO has expanded the residential program to reach more customers and provide additional energy savings opportunities including expanded rebate offerings, weatherization measures, and the Safe and Efficient Heating Program (SEHP), benefiting low-income customers. From 2021–2023, PECO's Natural Gas Energy Efficiency programs saved participating customers an estimated combined 141 thousand cubic feet.

The SEHP provides no-cost safety and energy efficiency measures to low-income customers. Since its launch in 2022, the SEHP has replaced over 140 natural gas heating systems, 95 natural gas water heaters, installed over three hundred carbon monoxide detectors, and provided hundreds of other no-cost natural gas energy efficiency measures.

As part of Gas Base Rate Case that was approved in December 2024, PECO received approval from the Pennsylvania Public Utility Commission to increase the program budget from $2.7 million to $3 million. The increased funding will be used to support the growing demand for energy saving measures and to provide sustained support to customer education/ awareness initiatives.

## 2024 Awards for Customer Efficiency Programs

### BGE

BGE received the Environmental Protection Agency ENERGY STAR® Partner of the Year: Sustained Excellence Award for the 14th consecutive year in 2024. BGE also received an Emmy Award for a residential commercial featuring the "Through and Through" Campaign. Additionally, BGE received four American Marketing Association Marketing Excellence Awards (three Platinum for BGE's Energy Efficiency Business program campaigns and one Silver for BGE's Energy Efficiency Residential program campaigns), six Platinum, six Gold, and one Honorable Mention dotCOMM Marketing Awards (four for BGE's Energy Efficiency Business program campaigns and nine for BGE's Energy Efficiency Residential program campaigns), and one Chartwell Bronze Award (residential campaign).

BGE also received four Hermes Creative Awards for Marketing for BGE Energy Efficiency Business Programs, including three Platinum and one Gold award, and nineteen additional Hermes Creative Awards for various BGE residential program marketing campaigns, including fifteen Platinum and four Gold awards. Other energy efficiency program marketing awards include, seventeen Marcom awards, five Viddy awards, thirteen Addy awards, eleven Communicator awards, and 10 Telly awards. Other individual awards include a Utility Communicators International (UCI) Communications Award, a first place E Source Award, a Silver Anthem Award, and an Association of Energy Services Professionals (AESP) Award. Lastly, BGE again received the ENERGY STAR® Residential New Construction Market Leader Award in 2024.

### ComEd

ComEd received the ENERGY STAR Partner of the Year: Sustained Excellence Award for 2024. This is ComEd's 12th year in a row to receive this recognition and its 14th year of earning recognition in at least one award category. Most notably in 2024, ComEd received the American Council for an Energy-Efficient Economy Leader of the Pack Award in the categories of Industrial (Strategic Energy Management) and Low Income (Home Energy Savings) programs.

### PECO

PECO received the 2024 ENERGY STAR Partner of the Year: Sustained Excellence recognition for the eighth year in a row for promoting a vast array of ENERGY STAR certified products to residential and commercial customers. Additionally, PECO received an ENERGY STAR New Construction Market Leader Award for its important contribution to energy efficient construction in 2024. Furthermore, PECO won several Hermes Awards this year from The Association of Marketing and Communication Professionals, one of the largest and oldest third-party evaluators of creative work in the world.

### PHI

In 2024, Pepco MD and DPL MD received the ENERGY STAR Partner of the Year Award: Sustained Excellence. For Pepco and DPL MD, this marks the ninth and eighth years in a row, respectively. Furthermore, both companies won the ENERGY STAR New Construction Market Leader Award for the twelfth consecutive year and an AESP Award for Marketing initiatives supporting community and small business engagement.

# Customer Satisfaction

Our Customer Satisfaction Index tracks our progress and performance in three national survey metrics for residential and small business customers: overall satisfaction, meeting expectations, and overall favorability. As compared to our benchmarking peers, Customer Satisfaction Index scores in 2024 for ComEd and PECO achieved first quartile, and BGE and PHI achieved second quartile. In 2024, our customer care center performance was supported by enhancements in self-service tools, standardized training, and process improvements.

## Customer Satisfaction Recognition

Noteworthy recognition from Escalent's study, the 2024 Cogent Syndicated Utility Trusted Brand & Customer Engagement: Residential includes:

- **BGE, ComEd, Delmarva Power, and Pepco** named 2024 Residential Customer Champions
- **BGE** named 2024 Business Customer Champion
- **BGE** and **ComEd** named Easiest to Do Business With based on Residential Customer Effort Index

In addition, **Delmarva Power** achieved the number one ranking for residential electric satisfaction in the East Midsize Region according to the J.D. Power 2024 Electric Utility Residential Customer Satisfaction Study[SM], marking the third consecutive year and the fourth time in six years that the company has achieved this ranking.[64][65]

[64] Tied in 2024.

[65] Awarded in 2019 and 2022–2024.

| Customer Satisfaction Index | 2022 | 2023 | 2024 | 2024 Index Score |
|---|---|---|---|---|
| BGE | 8.2 | 8.0 | 7.8 | Second Quartile |
| ComEd | 8.2 | 8.1 | 8.1 | First Quartile |
| PECO | 8.1 | 8.1 | 7.9 | First Quartile |
| PHI | 7.9 | 7.8 | 7.8 | Second Quartile |

# Smart Meters

Smart meters are foundational to a smarter power grid, as they enable customers to better track real-time energy usage in their homes and businesses. They also provide Exelon's utilities with valuable data to improve system efficiency and resilience. To date, Exelon has installed almost 9.6 million electric smart meters and almost 1.4 million advanced gas meters.

Smart meter technology provides many benefits for customer convenience and operational efficiency:

- Through continued use of smart meter disconnect switches and remote sensing capabilities, over 800 thousand truck trips were avoided in 2024.
- Our utilities offer innovative time-of-use demand response programs, made possible by smart meter technology across Exelon's operating companies.
- Smart meter data enables customers to make informed decisions concerning their energy usage. For example, they can sign up to receive high-usage alerts and weekly usage reports.
- Customers with smart meters can view their daily and hourly usage data online and learn about ways to reduce energy consumption.
- An enhanced high temperature-monitoring program to promote the safety of meter entrance equipment for our customers and employees is made possible by smart electric meter data.
- Smart metering informs customers with outage restoration, interruption frequency, and interruption duration metrics.
- Our utilities leverage internal communication systems for automated meter reading, and continue to explore innovative applications for these systems to enhance efficiency and customer convenience.

### Smart Electric and Natural Gas Meter Deployment Across Exelon Utilities[66][67][68][69]

| Meter Deployment (in thousands) | BGE | ComEd | PECO | PHI | Total |
|---|---|---|---|---|---|
| **Electric** | | | | | |
| Smart Meters Installed | 1,342 | 4,290 | 1,822 | 2,115 | 9,569 |
| Lifetime Total Electric Meters Installed | 1,375 | 4,294 | 1,822 | 2,131 | 9,622 |
| Percent of Total Meters[70] | 97.6% | 99.9% | 100% | 99.2% | 99.4% |
| Avoided Truck Trips Related to Service Connect/ Disconnect Transactions in 2024 | 184 | 269 | 291 | 56 | 800 |
| **Natural Gas** | | | | | |
| Smart Meters Installed | 685 | — | 570 | 145 | 1,400 |
| Lifetime Total Gas Meters Installed | 722 | — | 570 | 146 | 1,438 |
| Percent of Total Meters[70] | 94.9% | — | 100% | 99.3% | 97.4% |

[66] As of December 31, 2024.

[67] Exelon utility companies have completed their planned major smart meter program deployments. As of January 2025, 99 percent of PHI's meter population consists of Advanced Metering Infrastructure meters.

[68] A variety of factors—such as inaccessible meters or customer preferences—can affect the ability to achieve full smart meter deployment.

[69] BGE, PECO, and DPL provide both electric and gas service. ACE, ComEd, and Pepco provide electric service only.

[70] Calculation for percent of total meters may vary due to rounding conventions.

# Green Power Connection

Exelon's utilities have worked over the last several years to develop approaches and platforms that enable customers and contractors to deploy residential and commercial renewable energy, primarily solar photovoltaics. Each utility offers a Green Power Connection (GPC) team dedicated to assisting customers from start to finish on their renewable energy projects. Digital Solar Toolkits, a flagship resource available to customers, offers solar calculators to help customers evaluate their options as well as other useful tools and tips. For customers installing solar, the toolkits help them select qualified contractors, monitor project progress, track energy usage, and calculate savings. For more information on each utility's Green Power Connection program, please visit the relevant sections of the ACE, BGE, ComEd, DPL, PECO, and Pepco websites.

Through net metering, residential and commercial customers receive bill credits from the excess electricity produced from their renewable energy equipment. At year-end 2024, Exelon's utilities connected 269,543 customers with 4,144 MW of renewable energy resources (primarily solar, with a limited amount of wind and other resources). Our utilities manage community solar programs that link customers with solar projects owned and operated by community solar developers (not Exelon utilities). Community options expand access to solar power for renters, those with shaded roofs or properties, and those who choose not to install solar at their home or business for financial or other reasons. Typically, community solar subscribers pay a monthly subscription to participate in community solar projects and receive credits on their bill for solar energy generated by the project.

As we integrate additional customer renewable energy into our distribution systems, reductions in Scope 2 and Scope 3 GHG emissions are achieved. Scope 2 GHG emissions decrease as power line losses related to long-distance transmission and distribution of electricity are reduced. Scope 3 emissions associated with the upstream production of electricity are eliminated with the use of local renewable energy. We estimate that local renewable energy produced by customers and enabled by Exelon's GPC program avoided almost three million metric tons of GHG emissions in 2024.

### Customers Connected to Renewable Resources at Exelon's Utilities

| Utility | Participating Customers (in thousands)[71] | Subscribing Community Solar Customers (in thousands)[72] | Renewable Generation Capacity (MW)[73][74] |
|---|---|---|---|
| **2022** | | | |
| BGE[74] | 40.8 | 9.5 | 465 |
| ComEd | 39.6 | 21.3 | 769 |
| PECO | 15.4 | 0 | 160 |
| PHI | 104.3 | 11.6 | 1,695 |
| Total | 200.1 | 42.4 | 3,089 |
| **2023** | | | |
| BGE | 46.8 | 12.4 | 574 |
| ComEd | 54.5 | 24.1 | 920 |
| PECO | 19.3 | 0 | 187 |
| PHI | 116.4 | 15.8 | 1,834 |
| Total | 237.0 | 52.3 | 3,515 |
| **2024** | | | |
| BGE | 48.7 | 15.0 | 670 |
| ComEd | 71.1 | 31.6 | 1,274 |
| PECO | 22.3 | 0 | 212 |
| PHI | 127.5 | 17.9 | 1,989 |
| Total | 269.5 | 64.6 | 4,144 |

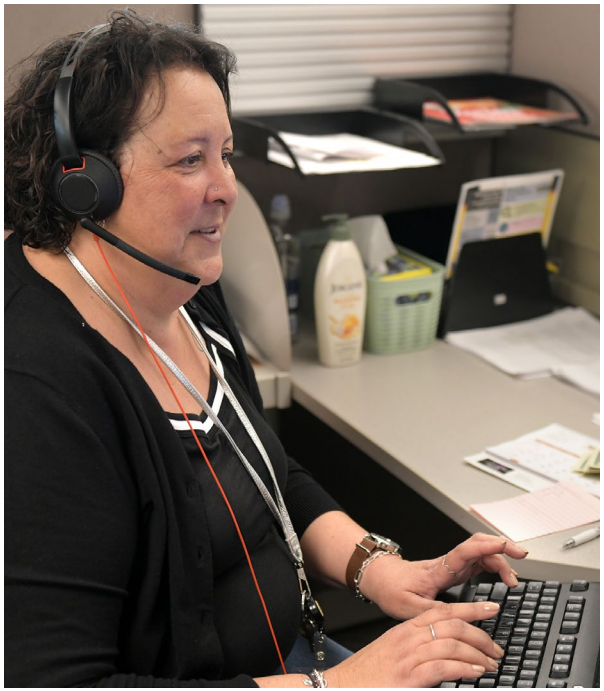
[71] Number of customers participating in GPC programs at each utility, excluding community solar subscribers.

[72] Number of unique subscribers participating in community solar programs managed by Exelon, BGE, ComEd, PECO, and PHI.

[73] Amount of renewable energy generating capacity represented by customer demand, in MW of installed capacity.

[74] FY22 BGE community solar MW value did not reflect full program. Values were previously understated.

Customer-based local renewable energy installations, primarily solar photovoltaic integrated into our utility distribution systems, are an important component of the energy transition. To advance this option, we continue to provide public education around solar opportunities. We also provide distribution system restricted circuit and/or hosting capacity maps to build awareness about locations on our systems with sufficient capacity for more renewable energy. Going forward, we will refine these tools to provide even more useful information to our customers, including augmenting distribution map resources with information on electric vehicle charging and battery storage.



Online Map Resources available to support renewable energy integration opportunities at Exelon's utilities including:

- **BGE:** Restricted Circuits Map and Photovoltaic Hosting Capacity Map
- **ComEd:** Photovoltaic Hosting Capacity Map and Electric Vehicle Load Capacity Map
- **PECO:** Distributed Energy Resources Interconnection Viability Map
- **PHI:** Regional Capacity Planning

### Green Power Connection Goal

Exelon's utilities will maintain online maps to assist customers in understanding distribution feeder capacity to accept new DER, such as residential and commercial solar.

#### 2024 Status

BGE, ComEd, PECO, and PHI have published Hosting Capacity Maps, Regional Capacity Planning Maps, and/or DER Interconnection Viability Maps.

#### 2025 Goal

Maintain and enhance online map resources to support customer integration of renewable energy resources into our distribution systems.

## Meeting State Renewable and Alternative Energy Requirements

Another way we influence grid decarbonization is by administering state clean energy programs, such as through the fulfillment of state-level Renewable Portfolio and Clean Electricity Standards (RPS/CES). These standards vary within the states where we deliver electricity, though each establishes an increasing targeted percentage of renewable or zero- carbon electricity each year.

### BGE

Approximately 4.8 million Renewable Energy Credits (RECs) must be obtained and retired to satisfy Maryland's RPS requirements at BGE for default Standard Offer Service (SOS) and large Hourly Priced Service (HPS) customers. BGE retired RECs and submitted Alternative Compliance Payments (ACPs) for HPS customers and incremental SOS load. REC requirements for residential and small or medium commercial SOS customers were met through wholesale energy suppliers under contracts approved by the Maryland Public Service Commission.

## ComEd

During the 2023–2024 delivery year, ComEd received and retired approximately 4.7 million RECs from wind and solar renewable energy resources to be counted toward the Illinois RPS requirement. To meet Illinois renewable energy goals, ComEd continues to contract the annual procurement of RECs from projects through the Adjustable Block Program, Illinois Solar for All Program, and Indexed REC procurement in accordance with the Illinois Power Agency's (IPA) current Long Term Renewable Resources Procurement Plan. As of the procurement year ending May 31, 2024, ComEd had contracts for the annual delivery of 10.9 million RECs, approximately 13 percent of load. For the delivery year beginning June 1, 2023, the Illinois RPS goal for ComEd was 22 percent of total retail electricity sales. By the 2030–2031 delivery year, the Illinois RPS goal for ComEd is 40 percent, with a further goal to reach 50 percent by the 2040–2041 delivery year. To meet these annually increasing RPS goals, there needs to be an increase in utility-scale renewable projects participating in procurement by the IPA. Without a significant increase in deliveries of RECs from utility scale projects, ComEd will fall further behind in meeting the statutory goals.

Under the Illinois Zero Emission Standard, ComEd received and retired 14.7 million Zero Emission Credits from generation occurring during the 2023–2024 delivery year. In accordance with Illinois Public Act 102-0662, in late 2021, ComEd executed contracts to purchase Carbon Mitigation Credits (CMCs) from nuclear generating facilities for generation occurring between June 2022 and May 2027. ComEd received and retired 55.6 million CMCs generated during the 2023–2024 delivery year.

## PECO

Over the reporting year June 2023 to May 2024, PECO retired nearly 2.46 million alternative energy credits (AECs) to satisfy Pennsylvania's Alternative Energy Portfolio Standards' (AEPS) 18.3 percent requirement. PECO continues to retire AECs that meet the requirements of Pennsylvania law, which requires AECs to be sourced from within the state. In 2021 and 2022, PECO conducted procurement for delivery of 16 thousand solar AECs annually for 10-year terms. To help support local solar, PECO has required that 50 percent of the 16 thousand AECs delivered be sourced from within the PECO service territory. PECO will use these credits to support AEPS compliance.

## PHI

In Maryland, Pepco and Delmarva retired for compliance approximately 0.77 million RECs and provided $67,939,990 in ACPs. In D.C., Pepco retired approximately 1.3 million RECs. Over the PJM reporting year, ACE retired approximately 1.58 million and DPL Delaware retired 0.58 million RECs and provided $13,081,475 in ACPs. DPL purchases the RPS requirement for all distribution customers in Delaware. In other jurisdictions, SOS suppliers buy RECs to meet state RPS requirements, except for hourly or market price service customers in D.C., Maryland, and Delaware. In total, PHI utilities retired approximately 4.23 million RECs and $81 million in ACP to meet RPS obligations in 2024.

# Beneficial Electrification and Enabling Electric Vehicles

Transportation electrification remains a critical driver of decarbonization as more customers adopt electric technologies. Beneficial electrification is a subset of broader electrification opportunities that meets one or more of the following conditions without negatively impacting the others: enhances grid asset utilization; reduces negative environmental and health impacts; or provides long-term savings for customers.

Exelon's strategy to overcome barriers to beneficial electrification includes supporting customer education and adoption, investing in infrastructure, advocating for public policies, partnering with organizations in support of electrification, and enabling technology.

To promote the use of beneficial electrification, Exelon focuses on:

- Developing enterprise strategies to promote vehicle electrification and drive equitable adoption through customer and community partnerships.
- Infrastructure investments that save customers money and provide access for low- and moderate-income communities.
- Load management through innovative technologies and rate design programs to encourage the use of electricity during times of excess grid capacity.
- Supporting and advocating for policies across our jurisdictions that help customers save money, remove barriers for adoption, and accelerate GHG emission reductions in our communities.

## Benefits of Electrification

### Customers

**Save customers money over the long run**

- Enable decarbonization
- Reduce and stabilize energy costs
- Reduce transportation costs

### Society

**Reduce negative environmental impacts and build community**

- Reduce GHG emissions
- Improve air quality
- Promote economic and workforce development

### Exelon

**Enable better grid management**

- Enhance and improve grid utilization
- Drive strategic alignment
- Explore growth opportunities

## Exelon Fleet Electrification Goal

Exelon's fleet electrification goal in support of our Path to Clean program aims for our utilities to electrify 30 percent of their vehicle fleet by 2025 and 50 percent by 2030. Exelon intends to achieve this goal through a combination of electric vehicles (EV), plug-in hybrids, and vehicles with plug-in idle mitigation units. As of December 2024, 24 percent of the Exelon fleet has been electrified (~1,800 vehicles). In 2025, Exelon plans to add approximately 575 EVs, positioning us to achieve our 30 percent goal by the end of 2025.

Exelon has deployed a strategic approach, guiding principles, and a governance structure for our internal fleet electrification program. The guiding principles include maintaining operational excellence, ensuring financial prudence, reducing GHG emissions, and delivering effective change management. Our fleet transformation includes multiple workstreams focused on procurement, infrastructure build, policy development, change management, benefits tracking, maintenance, customer education, and program optimization. Our progress is driven by oversight from an Executive Steering Committee, multi-year project planning, dashboard reporting, and continuous leveraging of our supply organization and industry coalition-building. We conduct intermediate performance checks to determine recommendations for improvement and prioritization of the program.

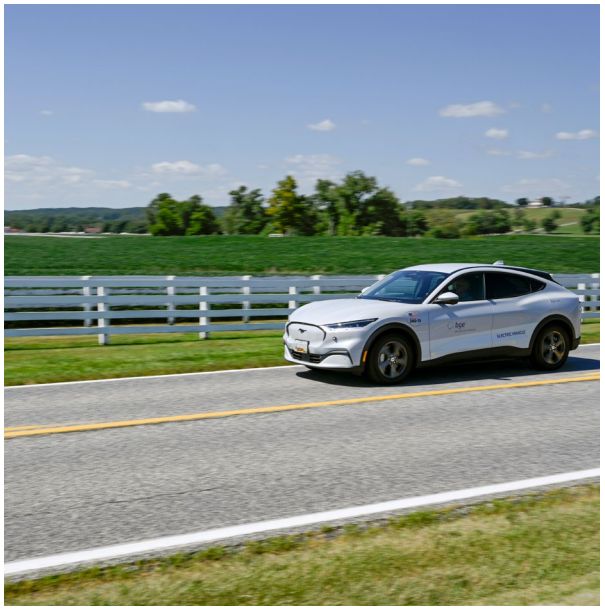
Exelon's fleet is comprised of 50 percent light-duty, 30 percent medium-duty, and 20 percent heavy-duty vehicles. By 2025, all end-of-life light-duty vehicles will be replaced by EVs. All light-duty vehicles within Exelon's fleet are scheduled to be electrified by 2030. Our utilities will employ idle mitigation units to partially electrify medium-duty and heavy-duty vehicles where fully electric commercial options are still under development and limited. For example, a bucket truck equipped with this technology can shut off its diesel engine to use the plug-in battery to power equipment for aerial work, lighting, air conditioning, and heating, significantly reducing park-idling, which typically accounts for 65 percent of the operating hours for bucket trucks.

## Transportation Electrification Programs

Exelon operates in jurisdictions with ambitious decarbonization goals, some with targets of over four million EVs between 2025 and 2045. At the end of 2024, it is estimated that there were nearly 358 thousand plug-in electric vehicles on the road in Exelon service territories. Plug-in electric vehicles comprise battery electric vehicles and plug-in hybrid vehicles.

Exelon's utilities have designed and implemented programs to reduce barriers to EV adoption and complement the activities of competitive electric vehicle supply equipment companies and federal and state funding programs dedicated to spur EV adoption. Central to our programs is the goal for all customers to have access to clean, affordable transportation options, particularly in under-resourced communities. Our comprehensive programs and partnerships accelerate investment in charging infrastructure and aid businesses in embracing cleaner and more energy-efficient transportation solutions. Overall, our programs will enable over 10 thousand charging ports.

Our utility EV Readiness initiatives assist local governments in developing policies and programs to integrate EVs and charging infrastructure within their jurisdictions. Through local partnerships, Exelon enables the commercial sector to contribute to emission reduction, air quality enhancements, and the development of a robust EV charger infrastructure that supports the broader goals of electrification. Each utility continues to broaden its educational and awareness efforts for both residential and commercial customers. ACE, BGE, DPL, and Pepco recently published commercial fleet electrification outlooks for their service territories, which provide information on anticipated load growth and the utilities' preparation. Both ComEd and Pepco also publish EV Load Capacity Map Tools that allow commercial customers to identify potential sites for fleet electrification, workplace charging, and public charging applications.



Our utilities offer a range of resources to inform and empower a diverse set of customers to adopt EVs. Each EVsmart Program provides toolkits that increase customer awareness of EV benefits and facts. Such toolkits help customers evaluate their potential fuel cost savings, search for public charging stations, and review the latest EV brands, models, and charger options. These tools are essential for simplifying the EV ownership experience by providing real-time information, promoting energy efficiency, and contributing to grid optimization.

### EV Program Links

- ACE
- BGE
- ComEd
- DPL DE
- DPL MD
- PECO
- Pepco MD
- Pepco D.C.

### Personal EV Charging

Personal EV charging is a pivotal aspect of the evolving EV landscape, empowering individuals to conveniently charge their own EVs at home. Through incentives and rebates, our utilities actively encourage customers to upgrade their home charging infrastructure from common basic Level 1 (120V) chargers to more advanced Level 2 (240V) chargers. These upgrades support significantly faster charging times and offer the ability to control and schedule optimal charging schedules during off-peak hours, ultimately saving customers time and money on their electric bills.

### Exelon Employee EV Incentive Program

Exelon helps employees participate in a cleaner future through incentives for purchasing or leasing an EV for personal use. In response to employee feedback, Exelon launched the “Drive Exelon” incentive program in December 2023. The program is expected to run for three years and will include up to five hundred battery electric vehicle incentives each program year, to be awarded on a first-come-first-served basis for both new and used battery electric- and plug-in hybrid electric-vehicle purchases.

### ComEd EV Programs

In 2024, ComEd launched several new programs as part of its Beneficial Electrification Plan to facilitate the adoption of EVs in Illinois. These programs offer:

- Residential Charging Infrastructure — incentivizes the purchase and installation of new residential Level 2 smart chargers by providing a rebate to offset the costs of the charger and installation.
- Commercial/Industrial EV Purchase Rebates — provides rebates for business and public sector customers to purchase EVs that are registered in Illinois.
- Commercial/Industrial EV Charging Infrastructure — provides rebates for make-ready work on either side of the meter for Level 2 and direct current fast charging EV charging stations.

# Energy Affordability

A typical customer energy bill for electricity or gas is the product of the rate and the customer's energy usage. Assessing energy affordability requires an understanding of how both rates and usage affect customers' energy costs. Energy usage is driven by weather patterns, customer consumption behaviors, housing types and efficiencies, appliance efficiencies, and adoption of new technologies such as DER.

Rates are tied to the cost of service and are broken down into three main components: energy delivery, energy supply, and other riders, taxes, and fees.

**Electric Delivery:** The cost related to the transmission and distribution of electricity to customers. This includes capital investments and operation costs related to the reliable and resilient operation of the grid and modernizing energy delivery systems to accommodate new technologies and customer choices that advance electrification and reduce GHG emissions, such as DER and EVs.

**Electric Supply:** The cost related to the acquisition of electricity, generally through wholesale markets for default supply customers. The procurement process is closely regulated by state authorities. This is a pass-through cost subject to market forces such as upstream fuel costs, generation availability and mix, and energy transition drivers.

**Gas Delivery:** The cost related to the safe and reliable delivery of default supply customers. These include capital, operations, and maintenance costs such as pipeline replacements to enhance safety and reduce leaks, upgrades to physical and cybersecurity protections, new technology pilot programs, and decarbonization investments to ready the gas system for a low-carbon future.

**Gas Supply:** The cost related to the purchase of natural gas for customers. Gas procurement is closely regulated by state authorities. This is a pass-through cost subject to market forces, such as changes in North American production, demand from liquified natural gas exports, weather-driven changes in consumption, macroeconomic conditions, and energy transition drivers.

**Other Riders, Taxes, and Fees:** The cost related to funding for specific programs such as state-mandated targets and EE goals, as well as taxes and other surcharges. Each of our jurisdictions is unique and individual bills reflect a mix of supply and delivery charges, taxes and fees, and other charges or credits. Certain charges are categorized differently across jurisdictions to reflect local policies or billing practices.

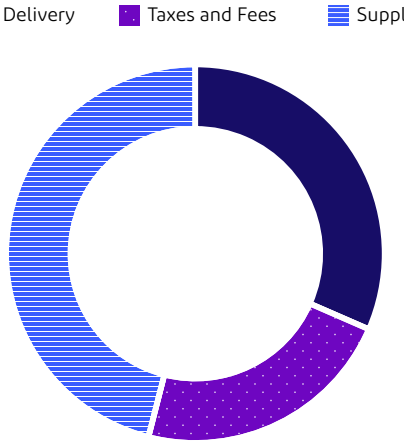
On average across Exelon, energy delivery makes up half of the total rate, while energy supply and other charges—primarily driven by external factors—constitutes the other half. Exelon's utilities operate in restructured markets that offer customers the option to select their supplier of choice for the energy supply portion of their service ("retail choice"). Retail choice for electric supply is available in the service territory of all Exelon's utilities; retail choice for gas supply is offered in all territories except Delaware.

**Customer rates**

**21% below**

largest U.S. cities[75]

### Sample Electric Bill Breakdown[76][77][78]




[75] Source: Edison Electric Institute Typical Bills and Average Rates report for Summer 2024; reflects residential average rates for the 12-month period ending 6/30/2024.

[76] Source: ComEd's "View a Sample Residential Bill". https://www.comed.com/my-account/my-dashboard/understanding-my-bill/sample-residential-bill. Sample residential bill is an illustrative sample of a residential customer's ComEd bill.

[77] Typical residential electricity usage tends to be highest during the summer months due primarily to air conditioning demand.

[78] As part of Exelon's climate scenario analysis work, we evaluate how long-term customer load patterns may shift during the energy transition due to both electrification and changing weather patterns.

## Customer Affordability

Exelon, working with public service commissions and consumer advocates, continuously develops and implements plans that lower energy bills, promote sustainability, and support a just and equitable energy transition. Through our comprehensive ongoing efforts, Exelon remains dedicated to providing clean, reliable, and affordable energy to our customers.

**Average electric bill as a % of median income**

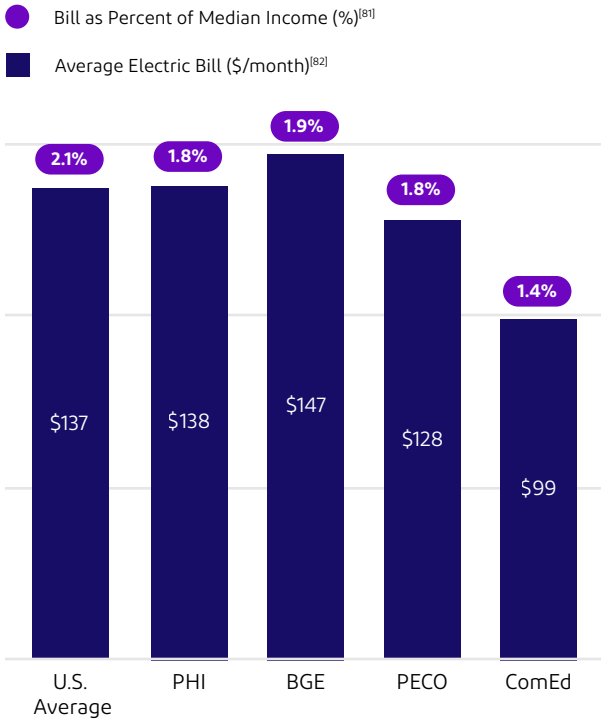
# 19% below

national average[79]

[79] Source: Average customer electric bills are determined using 2023 EIA Residential Electric Revenue and Customer data by provider for Full-Service Providers; Median income by territory metro areas (metropolitan or core-based statistical areas) from U.S. Census Bureau 2023 American Community Survey (ACS) one-year Estimates.

The Department of Energy defines energy burden as the percentage of gross household income spent on energy costs. Showing a similar approach focused on electric costs, Exelon customers spend a much smaller share of their household income on electricity bills when compared with the national average.

### Affordability Benchmark[80]




[80] Median Income and Electric Bills are pulled from their respective sources in October 2024.

[81] Median income by territory metro areas (metropolitan or core-based statistical areas) from U.S. Census Bureau 2023 ACS one-year estimates.

[82] Average customer electric bills are determined using 2023 Energy Information Administration Residential Electric Revenue and Customer data by provider for Full-Service Providers.

# Assistance to Low- and Moderate-Income Households

All of Exelon's utilities have programs that provide financial assistance to low- and moderate-income (LMI) households, making energy more affordable in our service territories. Some programs are unique to each utility based on state requirements while others, such as the federal Low-Income Home Energy Assistance Program (LIHEAP), are deployed across Exelon's utilities. LIHEAP is a federally-funded program aimed at assisting low-income households with meeting their energy needs.

### BGE

In 2024, BGE worked with state, local, and nonprofit assistance partners to help more than 55,900 limited-income households obtain $66 million in bill payment assistance from federal and state grant programs. Through BGE's partnership with the Fuel Fund of Maryland, a nonprofit organization providing energy assistance to customers with financial need, BGE customers contributed more than $2.2 million in matching credits to leverage an additional $4.5 million in grants and payments for nearly 4,400 Maryland households. BGE supported several initiatives to help customers navigate their energy assistance options, including the online Assistance Finder tool and an enhancement that alerts customers who have been beneficiaries of state programs in the previous year. These customers receive enrollment reminders via text and email to reapply for the program in the current year.

BGE also worked with the state assistance agency to support the launch of Categorical Eligibility, a new policy that streamlines utility assistance for customers already approved for one of several other state benefits, such as food and cash assistance. BGE was honored in October 2024 by Chartwell with the Gold Award for Excellence and in March 2024 by Edison Electric Institute with an Excellence in Advocacy award for serving vulnerable customers.

BGE continues to pursue a cross-functional Limited Income Project Team that has begun implementing initiatives in six key areas: Regulatory & Agency Partnerships, Assistance through Technology, Connected Communities, EE, Community Partnerships, and Infrastructure Initiatives. For more information on BGE's assistance programs, visit the BGE website.

## ComEd

In 2024, ComEd continued partnering with state and community partners to connect over 229 thousand limited income customers with almost $133 million from various financial assistance programs. In 2024, ComEd's Give A Ray℠ program, which allows limited income customers to participate in community solar projects without subscription fees so they can receive monthly bill credits for up to three years, continued saving enrolled customers an average of $1,000 annually on their energy bills. ComEd's Community Energy Assistance Ambassador program also continued serving Chicago and Rockford, Illinois by providing jobs to residents of limited-income communities as part of a grassroots education and outreach effort and streamlining assistance enrollments for customers in need.

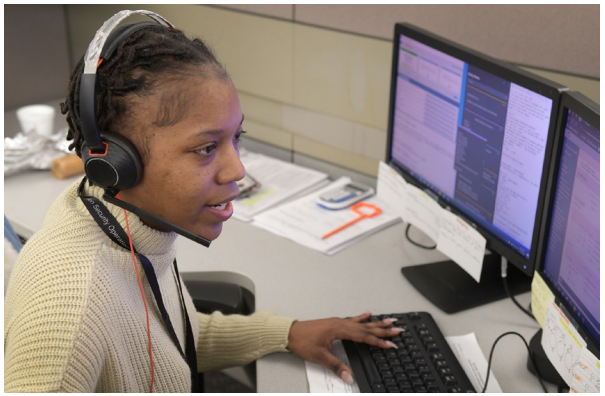
In 2024, ComEd continued providing a dynamic suite of assistance programs, including:

- **Fresh Start Services:** Tailored advice on energy management tools, financial assistance programs, payment arrangement options, and energy efficiency offerings based on customers' needs.
- **Supplemental Arrearage Reduction Program (SARP):** An arrearage reduction program that provided stabilized monthly billing through Budget Billing and promotes positive payment behaviors with monthly arrearage credits for on-time and in-full payment.
- **Catch Up & Save:** SARP benefits combined with EE products to provide customers with access to stackable benefits. Eligible SARP customers may receive a free EE kit delivered to their home with products that provide annual energy saving.
- **Credit Empowerment:** Personalized and unlimited 1x1 credit and financial counseling and workshops to increase credit and financial literacy and to help manage energy burden and life expenses.

Customers looking for the latest financial assistance programs, energy efficiency offerings, or payment assistance options can access ComEd's Smart Assistance Manager to receive personalized recommendations based on their reported information and account data. Customers can explore programs without having to contact customer service and be guided through the application process. For more information on financial assistance programs for ComEd customers, visit the ComEd website.

## PECO

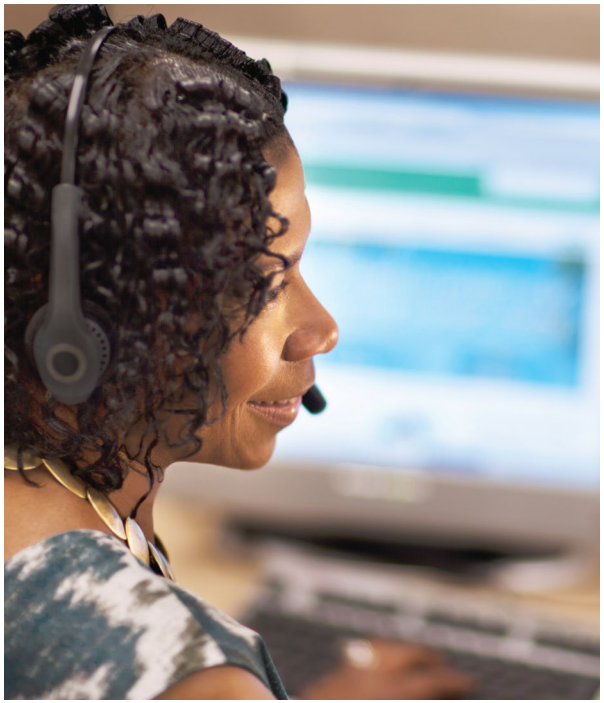
PECO's LMI program portfolio has the highest customer assistance program participation in Pennsylvania and includes the Customer Assistance Program (CAP), in which approximately 122 thousand customers were enrolled in 2024. CAP provides an affordable, fixed monthly bill payment based on a percentage of the customer's total household income. CAP also provides an opportunity for customers to have their total arrearages at the time of their initial enrollment forgiven. PECO's hardship program, the Matching Energy Assistance Fund, provides grants for low-income customers whose service is terminated or at risk of termination. The Low-Income Usage Reduction Program provides energy audits, usage reduction remediation measures, and energy efficiency education for low-income, high-usage customers. PECO also has a Customer Assistance Referral and Evaluation Services program, which provides one-on-one support for low-income customers with special needs or extenuating circumstances. In 2024, the total value of PECO's LMI assistance program portfolio is more than $170 million. For more information on PECO's low-income programs, please visit the PECO website.



## PHI

PHI offers a variety of programs across its utilities to assist customers who have difficulty paying their energy bills. In 2024, more than 101 thousand customers received some form of energy assistance benefits totaling $123.7 million, and 53 thousand PHI customers received LIHEAP assistance.

PHI continued to drive awareness of energy assistance throughout the year. In collaboration with community partners, PHI hosted in-person events across the service territories where customers could receive help with energy assistance applications. PHI uses data to guide outreach where there are high delinquencies and arrearages.



These customer groups could qualify for assistance to reduce their outstanding arrearages. Marketing strategies were deployed across all brands and included email campaigns, postcard mailings, digital ads, social media, and fact sheet distribution across the PHI territory. The Energy Assistance Finder was launched in 2024 in all three PHI utilities. This tool provides customers with energy assistance and energy efficiency recommendations based on their specific account information. Each customer receives a direct link to the program applications.

## ACE

In 2024, ACE customers were eligible to receive assistance from programs such as LIHEAP, Payment Assistance for Gas and Electric, Universal Service Fund (USF), New Jersey SHARES, New Jersey SMART, and Lifeline. The Payment Assistance for Gas and Electric program is also available for LIHEAP and USF beneficiaries as well as moderate-income customers, while New Jersey SHARES programs are specifically available for moderate-income families. The Lifeline Program aids seniors and the disabled who meet eligibility requirements for the Pharmaceutical Assistance to the Aged and Disabled or who receive Supplemental Security Income.

In October 2024, changes went into effect for the Fresh Start program that limited customers' participation in the program to once every five years. ACE customers received $7 million in a one-time Residential Energy Assistance Program supplemental payment in 2024. ACE customers can access information regarding energy assistance programs on the ACE website.

## DPL

DPL customers may apply for LIHEAP assistance, known as the Maryland Energy Assistance Program (MEAP) in Maryland and Delaware Energy Assistance Program in Delaware. Maryland low-income customers may also qualify for the Electric Universal Service Program (EUSP), which provides assistance for a customer's electric bill; the Utility Service Protection Program (USPP), which protects customers from disconnection during the heating season; and Arrearage Retirement Assistance, which assists customers with electric balances over $300 by providing benefits of up to $2,000. Customers in Delaware and Maryland who are income-eligible and have disconnection notices may also be eligible for the Good Neighbor Energy Fund. Delaware customers may also seek help from the Utilities Fund, which benefits income-qualified customers facing disconnection. DPL customers can access information regarding energy assistance programs on the DPL website.

## Pepco

Pepco customers may apply for the MEAP or D.C.'s LIHEAP program. D.C. customers can also apply for the Residential Aid Discount Program, which provides eligible customers with the Residential Aid Credit, a monthly credit toward various bill line items equaling roughly 25 percent of their bill. Pepco administers an Arrearage Management Program for qualifying D.C. customers. The program provides arrearage forgiveness of up to $3,600 for qualifying customers with arrearages greater than $300. Pepco MD customers may also apply for the EUSP, USPP, and Arrearage Retirement Assistance programs referenced previously. Pepco customers can access information regarding energy assistance programs on the Pepco website.

# Supporting Communities

When our communities and people thrive, Exelon thrives. Our partnership with communities stimulates economic empowerment through workforce and supplier development, corporate philanthropy, and science, technology, engineering, and mathematics (STEM) education. To help communities meet their sustainability and climate goals, we seek equitable and fair access to new technologies and clean energy opportunities. Our employees also give back to their local communities through employee-led philanthropy and volunteerism. Through these efforts, Exelon helps power the economic health and well-being of the diverse communities we serve.


Powering Communities Through Workforce Development →

Giving Back to Communities →

Engaging With Our Communities →


exelon

## Supporting Local and Diverse Suppliers

Exelon serves some of the nation's largest and most ethnically diverse metropolitan areas, including Baltimore, Chicago, D.C., and Philadelphia. Through our Diverse Business Empowerment program, we aim to reflect that diversity across our supplier base by providing opportunities for local and certified diverse-owned businesses to compete for contracts for goods and services. These opportunities benefit our communities, create a more sustainable supply chain, and help diverse businesses grow.

We source materials, goods, and services from thousands of large and small businesses nationwide. In 2024, we spent nearly $8 billion with suppliers. Approximately $4 billion was spent locally in our key operating areas. Approximately $2 billion was spent in direct diverse supplier spend specifically, with more than half of those suppliers operating in our utilities' footprint.

We continue to maintain our membership in 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 Tier 1 diverse suppliers.

Exelon's high-margin strategy supports certified diverse-owned suppliers in under-utilized professional services categories. We embarked on this strategy because these businesses typically have higher profit margins and, therefore, more capacity to contribute to community economic development. In 2024, our high-margin spend with certified diverse-owned suppliers totaled nearly $238 million. For more information on Exelon's high-margin supplier engagement strategy, visit our website or view our 2024 Inclusion Impact Report at our ESG Resources page.

In 2024, Exelon arranged $140 million in credit lines with community-owned banks in Illinois, Maryland, New Jersey, and Pennsylvania. This program, unique to the energy industry, reinforces our commitment to invest in local communities. As of 2024, 22 banks across the country participated in the program, which is administered by JP Morgan Chase.

Taxes are another important way that Exelon supports our communities. In 2024, Exelon paid or collected and remitted nearly $3.5 billion in income, payroll, property, sales, use, and utility taxes directly related to our operations, as summarized in the 2024 Taxes Paid table.

## Exelon Corporation and Subsidiaries—2024 Taxes Paid[83][84]

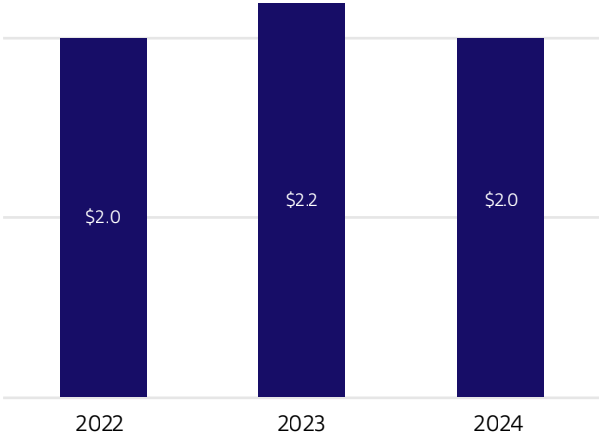
| | Paid by Exelon Entity | Collected and Remitted by Exelon Entity on Behalf of Government Agencies | Total Taxes Paid or Collected and Remitted by Exelon Entity |
|---|---|---|---|
| **In thousands, USD** | | | |
| **Federal Income, Payroll, and Other Taxes** | $275,147 | $695,111 | $970,258 |
| **State and Local Taxes** | | | |
| Delaware | $54,121 | $11,806 | $65,927 |
| D.C. | $178,506 | $29,993 | $208,499 |
| Illinois | $344,238 | $575,650 | $919,888 |
| Maryland | $654,299 | $272,931 | $927,229 |
| New Jersey | $15,209 | $93,054 | $108,264 |
| Pennsylvania | $215,359 | $89,393 | $304,752 |
| Other States | $2,513 | $5,191 | $7,705 |
| **Total 2024 Taxes Paid** | $1,739,393 | $1,773,129 | $3,512,522 |

[83] Numbers reported on a tax basis and rounded in each jurisdiction to the nearest one thousand dollars.

[84] State and local taxes include income, franchise, payroll, property, sales and use, utility, and other taxes as applicable in each jurisdiction.

## Direct Diverse Supplier Spend[85][86]

in billions, USD




[85] Data reflects the calender year ended 12/31/2024.

[86] Exelon has elected to focus on reporting its direct diverse supplier spend in the 2023 and 2024 ESR. 2022 values reported in prior year reports have been updated in this report to reflect direct spend.

# Powering Communities Through Workforce Development

Exelon seeks to support under-resourced communities through job creation and workforce development. We are committed to empowering the communities in which we work and live with job training, barrier removal efforts, and educational resources to prepare individuals for family-sustaining careers in the energy sector. Workforce development programs equip individuals who are either unemployed or underemployed with new and valuable job skills while building a pipeline of qualified, local talent to help Exelon meet its workforce needs.

2024 workforce development highlights include:

- We invested over $26 million in industry-leading workforce development programs across six utilities and our corporate offices.
- Nearly 8,600 people participated in Exelon's 100+ workforce development programs, which include advocacy programs for policies and practices that reduce systemic barriers to energy careers; partnerships with employers, nonprofits, and community groups to expand training and job opportunities; middle- and high-school programs that increase awareness of energy and STEM careers; and many others.
- 350+ adult graduates of Exelon's infrastructure academies and other job training programs were hired either by Exelon or other companies.
- 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 2 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, minority-facing organizations, workforce systems, and other groups.

### Workforce Pathway Goal

Educate scholarship recipients about our career opportunities in STEM fields and work experience in their intended majors.

**2024 status**

100 percent of Exelon scholarship students participated in career-oriented educational events.

**2025 Goal**

Increase interest in STEM and the energy industry by educating scholarship recipients about related professional opportunities.

### STEM Education

Creating a reliable workforce pipeline is crucial to ensuring a successful energy transition. To do this, Exelon promotes STEM education with a particular focus on engaging with future leaders from underrepresented populations. In partnership with The National Energy Education Development Project, the Exelon Foundation offers free, year-round STEM programming to secondary and post-secondary students from under-resourced communities in our key markets.

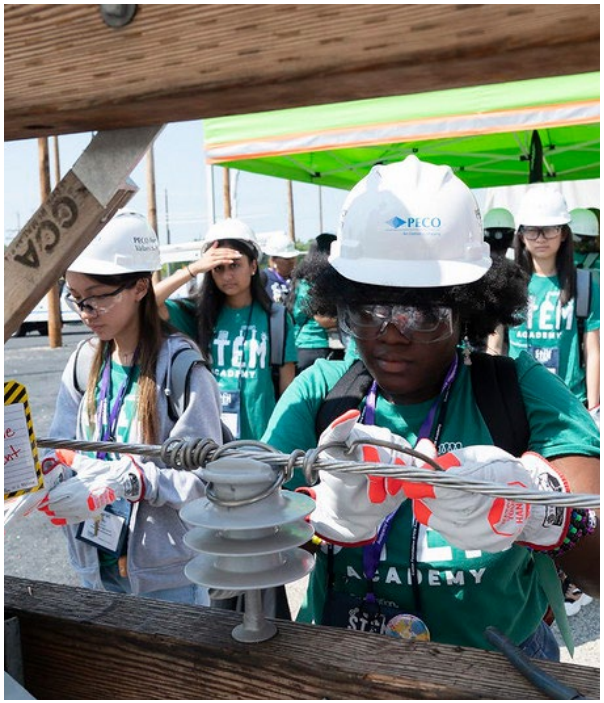
The Exelon Foundation STEM Academy is a free, week-long summer program for young women hosted at local universities in northern Illinois, Philadelphia, Baltimore, and D.C. A companion program for young men in our key market areas, known as the Boys to STEM Academy, was launched in 2024. Together, these Academies offer STEM exploration through hands-on activities, field trips to Exelon worksites, career panels with employees, and leadership development training. Participants learn about sustainability, energy efficiency, renewable energy, and climate change from STEM professionals and other leaders, and connect with like-minded peers while working on a team-based energy challenge.

**8,600**

people participated in Exelon's workforce development programs in 2024

In 2024, our STEM Academy served 240 young women and our inaugural Boys to STEM Academy served 60 young men. Over 1,200 women have engaged in the STEM Academy since the program's inception. Academy alumni have opportunities to remain involved through additional initiatives such as the Exelon Foundation STEM Mentorship Program, STEM activity days, professional development workshops, the alumni LinkedIn group, and career chat webinars, as well as the STEMinist e-newsletter, which shares STEM news, scholarships, and internships.

Additionally, in 2024, the Exelon Foundation launched a partnership with The Cal Ripken Sr. Foundation to bring STEM centers to 81 elementary and middle schools in Exelon's service territories over the next three years.





### Promoting Equity in Educational Opportunity

To further our commitment to STEM opportunities and future talent development, our Chris Crane Memorial Scholarship program offers full-ride college scholarships to a selected group of young women who participated in our STEM Academy. Beginning in 2025, the scholarship program will be extended to young men who participated in the Boys to STEM Academy.

Additionally, the Exelon Foundation Historically Black Colleges and Universities (HBCU) Corporate Scholars Program provides scholarships up to $25,000 per year for four years to selected students from Exelon's markets who attend HBCUs.

We believe that experiential learning through internships allows students to attain invaluable real-world experience within their fields of interest. We encourage all scholars to take advantage of our informational and training workshops created to help them secure internships at least once during their college careers.

### Inaugural Boys to STEM Academy

> *"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

# Giving Back to Communities

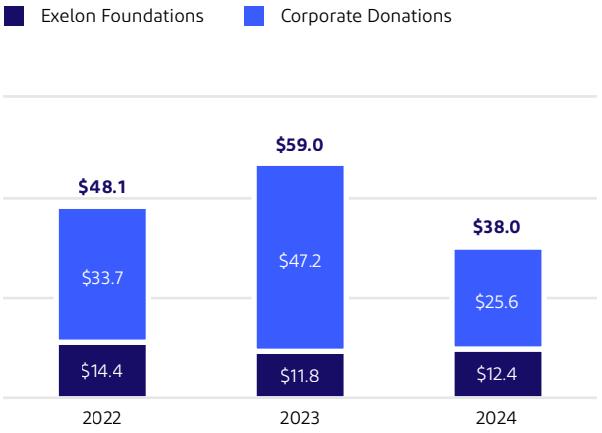
At Exelon, we are committed to supporting community progress where we live and work. We believe our success is linked to the health and overall well-being of those around us, so we engage directly with people in our local communities to make a positive difference in the areas that matter most to them. Our engagement efforts span corporate giving, employee philanthropy, and volunteerism. Our philanthropy programs complement Exelon's broader focus on workforce development and STEM Academies supported by our operating companies.

Every year, we give a portion of our revenue back to our communities to create opportunities for them to thrive. In 2024, Exelon and the Exelon Foundation provided more than $38 million in funding to over 1,500 nonprofit organizations. We provided advance funding through multi-year commitments to non-profit organizations for programs and initiatives totaling $21.2 million, covering 2023 through 2026.

Exelon encourages and supports employees in volunteering in their communities. In addition to benefiting the local community, volunteerism and employee philanthropy boost employee engagement by encouraging participation with organizations that align with individual interests.

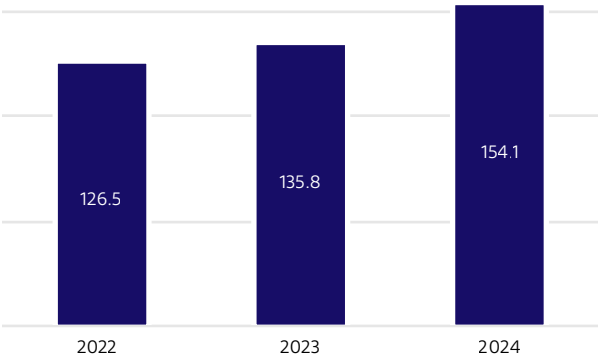
## Charitable Giving[87][88]

in millions, USD

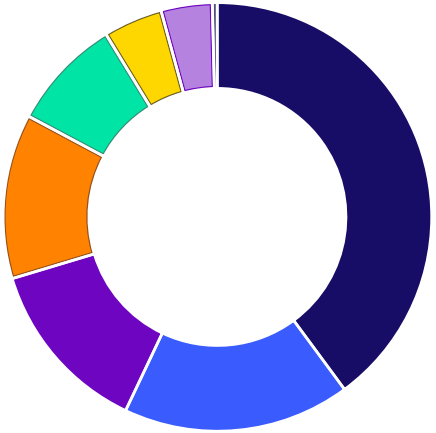



## Volunteer Hours

in thousands, hours




## 2024 Charitable Giving by Program Area[89]



- **39.9%** Education
- **8.5%** Environment
- **17.1%** Community and Economic Development
- **4.5%** Health and Social Services
- **13.3%** Employee Engagement
- **3.9%** Civic and Public Affairs
- **12.4%** Culture and Arts
- **0.4%** Disaster Relief

[87] Corporate giving for 2022 reflects Exelon utility operations, Exelon Foundation, and 50 percent of corporate and business services company grants under Exelon's previous structure. 2024 data compiled from Exelon's philanthropy management platform, CyberGrants on Feb. 25, 2025.

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

[89] Program areas outlined are from Chief Executives for Corporate Purpose Giving in Numbers report, which is the standard for corporate philanthropy. See cecp.co for more information.

Examples of our employee philanthropic and volunteer initiatives include:

- **Employee Volunteerism:** In 2024, 8,172 Exelon employees volunteered a combined 154,120 hours in their communities.
- **Employee Giving Campaign and Matching Gifts Programs:** Exelon employees contributed over $5.6 million through the Exelon Foundation Employee Giving Campaign and Matching Gifts programs. The Foundation matched a portion of the donations, resulting in $9.6 million going directly back to the communities we serve.
- **Employee Volunteer Awards:** Exelon presents Employee Volunteer Awards to those who volunteer more than 35 hours a year, with an associated financial grant of $5,000 donated to the recipients' nonprofit organization of choice. In 2024, we distributed $105,000 to nonprofit partners on behalf of our award-winning employee volunteers.
- **Dollars for Doers Program:** In 2024, we awarded over $613,000 in Dollars for Doers grants. The program provides $250 for employees to use for their charity of choice for every 10 hours of volunteer time up to a total of $750 to any eligible non-profit throughout the year.

Through program improvements in 2024, including expanding employee outreach at in-person events, more employees were able to leverage Exelon's community programs.

### Employee Engagement Goal

Engage at least 50 percent of employees annually in community engagement programs, including volunteerism and philanthropy.

#### 2024 Employee Engagement Goal Status

56 percent of employees participated in at least one of our community engagement programs, and over five hundred took advantage of all of them.

#### 2025 Goal

Continue attracting employees to participate in our community engagement programs by building awareness through more in-person outreach and onsite volunteer opportunities.

### Climate Change Investment Initiative

Since 2019, the Exelon Foundation and Exelon Corporation have grown the $20 million Climate Change Investment Initiative (2c2i) to cultivate innovative climate startups. 2c2i portfolio companies develop and deploy new technologies and products to reduce GHG emissions and address climate change in our territories. 2c2i blends the social and environmental impact objectives of the Exelon Foundation with the investment objectives of venture capital by investing capital and in-kind support in startups that focus on climate change, clean energy, and the environment. At the end of 2024, 64 percent of 2c2i investments were in minority- and women-led startups and 42 percent of the overall portfolio was headquartered in Exelon's footprint.

2c2i is excited to highlight our collaboration with cutting-edge startups to accelerate their growth while helping Exelon take on climate change challenges.

- Carbon Reform is a Philadelphia- and Delaware-based startup that developed a modular $CO_2$ capture device for heating, ventilation, and air conditioning systems to reduce $CO_2$ levels in facilities, save energy costs for facility owners, and improve health. In July 2024, Carbon Reform unveiled an installation of their Carbon Capsule®, an innovative retrofit carbon removal system that permanently captures carbon dioxide while effectively filtering volatile organic compounds, pathogens, and particulates from indoor air in BGE's Spring Garden facility.


- Voltpost is on a mission to decarbonize mobility through the acceleration of EV adoption by providing cities nationwide scalable curbside charging for drivers. The company retrofits lampposts into smart electric vehicle charging stations in a few hours at a lower cost than traditional chargers. Voltpost is deploying several chargers in the Illinois area. The company recently won the ComEd Zipcar project to deploy 25 additional Voltpost chargers in Chicago.
- Cambium Carbon is a D.C.-based startup providing a circular economy platform for B2C and B2B marketplaces to help drive reforestation by enabling local wood economies in cities. Philadelphia Parks & Rec, Cambium Carbon, and PowerCorpsPHL, a local nonprofit that creates job opportunities for the unemployed and under-employed, joined forces to create The Reforestation Hub. The Hub, which is located in the city's organic recycling center, salvages as many trees as possible. Viable wood is turned into Cambium's Carbon Smart Wood, which stores 5.23 pounds of carbon in each board foot, before going on to be used as desks, tables, fences, decking, and siding.

To track progress relating to our efforts to support 2c2i, Exelon monitors the number of engaged startups focused on climate solutions. In 2024, we engaged 33 startups. For more information on 2c2i, please visit the Exelon Foundation website.

## 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 in Baltimore, Philadelphia, and greater D.C. The Exelon-funded RockCreek Group's Community Impact Capital Fund will provide $36 million in investments with estimated loan amounts between $100,000 and $300,000 to support equity and economic opportunity and to help businesses in Exelon communities grow and prosper by expanding access to capital for businesses that:

- Face challenges in securing financing or getting access to capital.
- Are located in or have a positive impact on historically disenfranchised or socioeconomically disadvantaged communities in our service territories—including, without limitation, growing local businesses; creating and retaining jobs; and creating opportunities in areas such as affordable housing, education, and healthcare.

For more information, visit our website.

# Engaging With Our Communities

Exelon seeks to lead an energy transition that includes all our customers, employees, business partners, and communities in social, environmental, and economic progress. Our Environmental Justice (EJ) Policy reflects our deep commitment to advance equity in communities disproportionately impacted by pollution and climate change.

Exelon recognizes that certain communities face disproportionate impacts from environmental challenges. To address this, we proactively identify vulnerable communities within our service territories and established EJ Councils in each territory. The EJ Councils, which are external-facing, serve as vital platforms for community concerns and providing valuable insights to Exelon. We continually seek opportunities for direct engagement, which we believe fosters open communication and collaboration with our communities.

Exelon has also implemented community mitigation and impact planning. These initiatives drive collaboration with communities to mitigate potential environmental impacts and enhance community well-being. This collaborative approach means that our projects are not only environmentally sound, but are also developed with the social and economic vitality of our local communities in mind. By prioritizing community engagement and incorporating local perspectives into our decision-making processes, Exelon strives to be a responsible and responsive corporate citizen, and a contributing member in our communities.

Exelon is focused on identifying opportunities to support our communities now and through the energy transition. We work with stakeholders to seek positive outcomes for communities as they experience transition-driven changes. Important issues include energy access and affordability, investment and growth, energy efficiency and innovation, inclusion and partnership, and education and empowerment. This work supports jurisdictions in our operational footprint as they begin to develop policies that meet the needs of disproportionately impacted communities.

# Nature and Stewardship

Since our inception, stewardship has been a core value and business driver for Exelon, strengthening our relationships with our customers and communities. We work to decrease our impacts on natural resources by reducing our waste and emissions and report our progress against established metrics for our environmental impacts and performance annually. We are working to support nature-positive outcomes—particularly in light of the growing nexus of climate change, biodiversity, and other nature-related dependencies, impacts, risks, and opportunities.


Environmental Management →

Terrestrial Habitats and Wildlife Management →

Watershed Management and Water Inventory →

Waste and Recycling →


exelon

## Our Approach

Exelon's longstanding corporate environmental policy articulates our commitment to sustaining ecosystems and natural resources through pollution prevention and our International Standards Organization (ISO): 14001-certified Environmental Management Systems (EMS). Building on this strong foundation, in 2023, Exelon conducted a current state assessment of our nature management practices to better understand our opportunities to support positive nature outcomes. This data was leveraged to help shape our Stewardship Strategy, which will be rolled out over the next few years.

Our Stewardship Strategy is based on nature- and environment-related best practices and cross-business approaches to land management and conservation, which focuses on using our land to its highest potential and provides a strong foundation for continued progress. Examples include:

- Wildlife Habitat Council Certifications (WHC) powered by Tandem Global and National Wildlife Federation (NWF) certifications at many high-value biodiversity locations, covering 9,402 acres.
- Local partnerships with organizations dedicated to environmental stewardship across each of our utilities.
- Strong engagement among employees, particularly in ongoing pollinator protection projects.
- Well-managed avian protection programs.
- A focus on cost-effective and nature-positive integrated vegetation management (IVM).

To advance our stewardship efforts, we used geospatial mapping tools in 2023 to analyze each of our service territories. The tools generated screening views of our utility areas based on a set of six weighted criteria related to biodiversity and nature value potential:

- **Land Cover**
- **Mean Species Abundance**
- **Baseline Water Stress**
- **Biodiversity Hotspots**
- **Protected Areas**
- **Hydrology**

Through this analysis, we identified that most of our utility service territories are characterized by low to medium biodiversity sensitivity, reflecting the large-scale urban and suburban development as well as agricultural activities that dominate the regions. However, some areas of high biodiversity sensitivity were identified. For our mid-Atlantic utilities, these areas were typically characterized by combinations of water stress and the presence of coastal and inland wetlands, protected areas, biodiversity hotspots, and intact forest cover. The ACE and DPL service territories had the highest shares of biodiversity sensitivity due to the more significant presence of wetlands and forested areas within their service territories. Overlap of several criteria in these service territories resulted in the highest percentage of high and very high sensitivity rankings occurring in the ACE and DPL territories. Please view our Utility Biodiversity Sensitivity Summary for details on each Exelon utility.

## Exelon's Approach to Nature and Stewardship Management

### Governance

Exelon maintains Environmental, Biodiversity, Water, Environmental Justice, and Human Rights policies, along with an ISO-certified EMS. The Exelon Board Governance Committee is responsible for overseeing Exelon's sustainability performance and practices, as described in the Sustainability Governance section of this report. The Stewardship Strategy addresses strategic improvement opportunities for how we interact with nature and shares best practices across each utility. As we begin to consider nature more broadly, we look for opportunities to integrate existing policies with new initiatives to advance positive nature outcomes.

### Strategy

Our infrastructure is essential to a decarbonized future. We are committed to protecting the environment and enhancing biodiversity through natural resource conservation by protecting species and habitats, in particular in our operational footprint. We believe that our commitment to environmental protection and conservation enhances our relationships with stakeholders while helping to protect and enhance a natural world that benefits our communities.

### Risk Management

Leveraging our EMS, we identify and manage the habitats that intersect with the company's operations and focus on stewarding these ecosystems. At this time, our nature-based risk management strategy includes efforts such as IVM on our rights-of-way (ROW), third-party certifications of lands in programs such as the WHC and NWF and voluntary collaboration with partners, such as the University of Illinois-Chicago and the U.S. Fish and Wildlife Services (USFWS) Candidate Conservation Agreements with Assurances (CCAA) program, to protect the Monarch butterfly and other pollinator species.

### Metrics and Targets

Exelon tracks environmental compliance and stewardship metrics and sets annual targets for each utility. Acreage involved in certification programs, enrolled in CCAA programs, and adopted into IVM programs are also tracked. In late 2024 we began an effort to identify additional metrics related to positive nature outcomes as well as opportunities to more fully utilize the Taskforce on Nature-related Financial Disclosures (TNFD) voluntary disclosure framework.

In addition to mapping our service territories, Exelon benchmarked peer utilities and leading companies in other industries. We reviewed Exelon and industry maturity around nature-related actions across eight key areas, including biodiversity assessment, prioritization, commitment, governance, stakeholder engagement, management, advocacy, and transparency. Overall, while recognizing Exelon's numerous and effective environmental stewardship programs, we see significant opportunities for growth.

Looking forward, we will leverage these findings to take the following actions:

- Complete additional geographic information system (GIS) work focused on findings and identification of opportunities based on updated data from the 2023 GIS study.
- Develop corporate-level metrics for nature-related risks and opportunities, in addition to established metrics such as third-party (e.g. WHC and NWF) habitat certifications and associated acres.
- Continue to evaluate carbon and climate change mitigation and adaptation initiatives related to stewardship and biodiversity, including quality carbon offsets, which may help close potential gaps in our 2050 net-zero operation-driven GHG emission reduction goal under Path to Clean (our interim 2030 target will not include offsets).
- Maintain and expand partnerships that support positive nature-based outcomes and education.
- Expand voluntary reporting related to nature and biodiversity to address emerging TNFD disclosures, as well as future evolutions of the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI).

# Environmental Management

Exelon prioritizes environmental considerations across its operations, targeting full regulatory compliance as a minimum level of performance. We maintain a comprehensive EMS to cost-effectively manage environmental compliance, impact, and risk. Exelon's EMS follows the ISO 14001:2015 standard to maintain environmentally responsible operations throughout our businesses. Our EMS program implementation is verified through an accredited third-party certification body. With Exelon's Corporate Environment Policy as a foundation, the EMS includes a wide range of policies, programs, and practices that apply across our businesses, functions, and organizational levels.

### Environmental Management Goal

Maintain ISO 14001:2015 EMS certifications at each utility and at the corporate level.

#### 2024 Status

Corporate- and utility-level EMS certifications were maintained.

#### 2025 Goal

Maintain ISO 14001:2015 EMS certifications at each utility and at the corporate level.

Exelon incorporates environmental risk management into the development of important projects such as the siting of new facilities, procurement decisions, and capital projects. We minimize impacts and risks at existing facilities by providing environmental training for workers, monitoring and reporting on environmental metrics, setting goals to drive performance improvement, conducting inspections and audits to verify the efficacy of controls. We also regularly communicate our environmental goals, programs, and performance to stakeholders.

### Monitoring Compliance Performance

We monitor, measure, and report our environmental performance by tracking potential and actual impact scenarios. For potential impacts, we track an environmental development of concern even when it does not result in an identified violation of an applicable environmental regulation, permit, or other requirement, or a release of a regulated substance into the environment.

Additional tracked matters include:

- Notices of violation (NOVs), which are formal written notifications of environmental violations from a government agency.
- Permit non-compliance events (PNCs), which are formal written notifications where a condition or requirement specified in the environmental permit was not satisfied.
- Spills/releases of oil or chemicals that require reporting to applicable agencies.
- Non-reportable spills, including small quantities of material that can be quickly contained and do not result in significant environmental impact.

### Notices of Violation

In 2024, Exelon received one NOV from a regulatory agency. PECO received an NOV from the Pennsylvania Department of Environmental Protection for failure to submit a Notice of Termination for a construction National Pollutant Discharge Elimination System permit by the December 7, 2024 deadline. An Apparent Cause Evaluation was conducted to develop corrective actions.

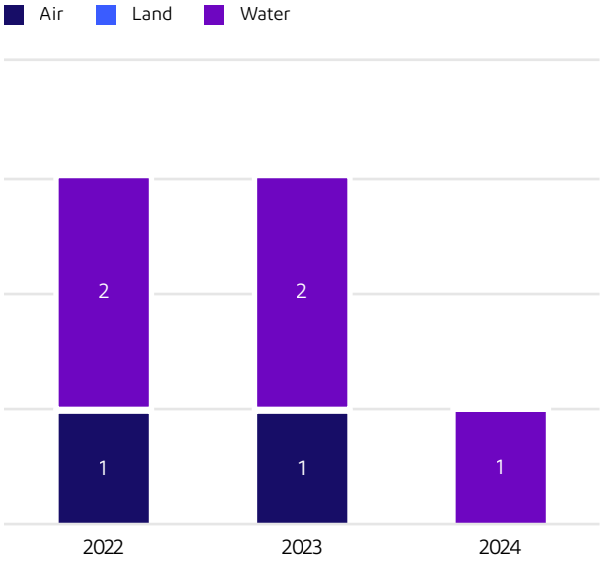
### Spills

The increase in the total number of spills in 2024 is partially attributed to an increased amount of reporting by field crews. However, we had zero preventable/ National Response Center reportable spills, representing our best performance since 2021. Causal factors for spills included equipment deterioration, such as corrosion, along with electrical failure and vehicle impacts. Most spills were less than five gallons, with an average length of spill remediation of less than four hours.

## Compliance Performance Metrics[90]

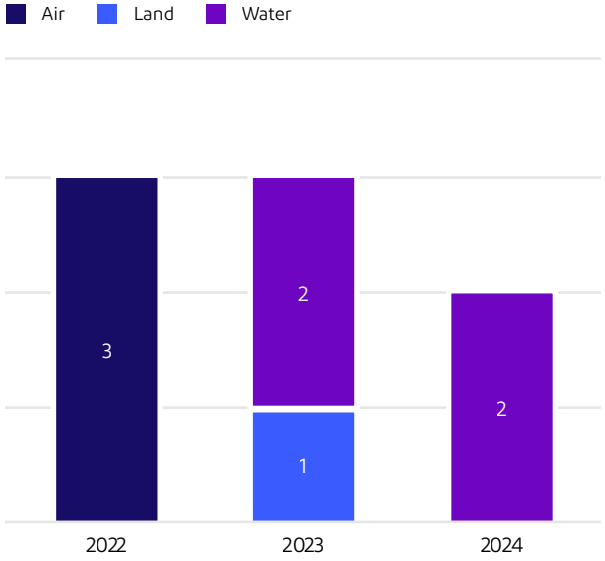
### NOVs

number of events



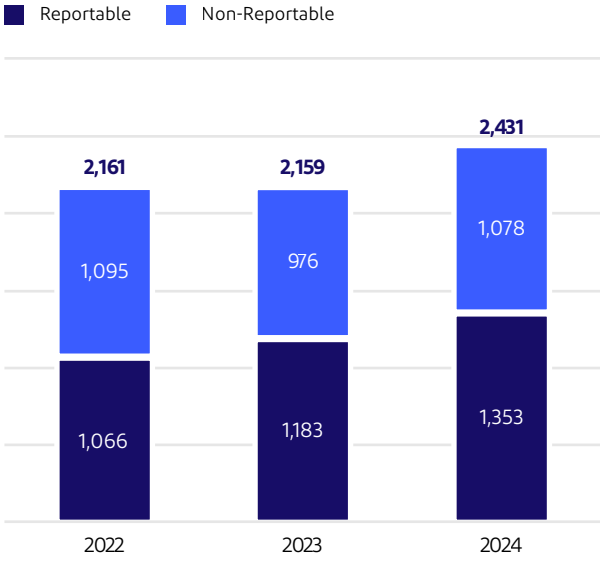

### PNCs

number of events




### Spills

number of recorded spills




[90] Environmental compliance data for 2022 was recast to reflect Exelon utility operations only (i.e., to remove any Constellation data for time prior to our corporate separation).

In 2024, Exelon entered into one consent order to resolve alleged environmental violations. On December 8, 2022, Pepco received a letter from the D.C. Office of Attorney General, alleging past violations of D.C.'s stormwater discharge and waste disposal requirements. Alleged violations related to operations at the Buzzard Point facility, a nine acre parcel of waterfront property in D.C. occupied by an active substation and former steam plant facility. The letter also claimed past violations of stormwater discharge requirements related to Pepco's district wide system of underground vaults. On October 3, 2023, Pepco entered into a Consent Order with D.C. to resolve the alleged violations without any admission of liability. The Consent Order required Pepco to pay a civil penalty of $10 million.

In addition, Pepco agreed to assess the environmental conditions at its Buzzard Point facility and conduct any remedial actions deemed necessary, and to evaluate potential environmental impacts associated with the operation of its underground vaults. The Consent Order became effective on February 2, 2024.

## Eliminating Equipment With Polychlorinated Biphenyls

Exelon actively manages the risk posed by electrical equipment containing polychlorinated biphenyls (PCBs), a group of man-made organic chemicals used in some electrical equipment, such as transformers. During replacement, repair, and servicing efforts on our transmission and distribution (T&D) networks, we eliminate equipment containing PCBs in concentrations greater than the regulatory threshold of 49 parts per million. Our electric utilities also proactively identify equipment for replacement if deemed to be PCB-contaminated. These replacement efforts, combined with voluntary retrofill and reclassification programs, continue to reduce PCB-containing equipment across our operational footprint while simultaneously reducing environmental risk.

## Managing Remediation at Historic Manufactured Gas Plants

Exelon's utilities continue to investigate and remediate former manufactured gas plant (MGP) sites, which were used primarily by our predecessor companies between 1816 and 1970. The utilities perform these activities pursuant to applicable state requirements and programs, which are overseen by environmental regulators. Annually, the utilities review their MGP program project status and assure accurate financial accounting for related liabilities. For each active MGP remediation site, the relevant Exelon utility engages with affected community stakeholders. Remediation at remaining sites will continue for several more years. Exelon utilities participate in the MGP Consortium, which allows us to leverage research and advocacy programs and lessons learned from other utilities.

ComEd received one No Further Remediation Letter from the Illinois Environmental Protection Agency for MGP sites in 2024, recognizing that it successfully implemented a regulatory approved environmental closure at the Aurora Hurds Island site in Aurora, Illinois. There are 16 former MGP sites connected to ComEd which are not yet fully investigated and remediated.

PECO continued remediation efforts at its remaining MGP sites, including a comprehensive internal investigation for the use of alternative remediation methods to reduce community impacts. Currently, six sites remain active in the PECO program, with most expected to be closed during 2028.

In 2024, BGE submitted applicable permits based upon the approved remedial work plan from the Maryland Department of the Environment (MDE) for Riverside Unit 2, which is one of four remaining open sites.

DPL completed the remediation of two former MGP sites, which were approved by MDE and the Delaware Department of Natural Resources and Environmental Control; a third site is currently undergoing evaluation.

We discuss the status of the utility MGP programs and remediation reserves in more detail in Exelon's FY24 10-K Environmental Remediation Matters.

# Terrestrial Habitats and Wildlife Management

Exelon's conservation and sustainable practices protect our shared environment, reduce our wildlife impacts, and enhance natural habitats. Our utilities' significant land holdings, including 11,189 miles of transmission lines across our ROWs, support diverse flora and fauna and intersect with a variety of high-quality lands and water bodies. Our Biodiversity and Habitat Policy reflects our commitment to protect these habitats and the wildlife they support.

Across our transmission system, Exelon supports efforts to restore and maintain 9,402 acres of fragile ecosystems which have been certified by WHC and/or NWF. We also work to control invasive species across our operations, while simultaneously managing our lands to support pollinators, increase biodiversity, and respond to climate impacts. Where possible, we use high-diversity seed mixes in restoration efforts to establish a richer habitat that accommodates shifting ranges of pollinators and birds.

We continue to partner with environmental non-governmental organizations and agencies to learn and grow our community of leaders. Exelon has a 19-year partnership with Tandem Global to restore and enhance wildlife habitats at our facilities and ROWs. A total of 43 sites are certified by WHC, which provides objective oversight for creating and maintaining high-quality wildlife habitats, as well as implementing environmental education programs. In addition, 71 locations or programs have NWF habitat certifications. To learn more about the WHC and NWF, visit www.tandemglobal.org and www.nwf.org.

### 2024 Exelon Habitat Certifications

| | # of Certified Sites | Total Acres |
|---|---|---|
| BGE | 20 | 8,830 |
| ComEd | 29 | 319 |
| PECO | 19 | 165 |
| PHI | 5 | 88 |
| Total | 73 | 9,402 |

## 2024 Exelon Habitat Certifications—Detailed[91]

| Program Name | Acres |
|---|---|
| **BGE** | |
| Bagley Substation | 11 |
| GEB Green Roof | 0.1 |
| Front Street | 0.04 |
| Howard Service Center | 135.0 |
| Mount Vista Park ROW | 8 |
| Northwest Substation | 66 |
| Notch Cliff | 20 |
| Patuxent National Research Refuge ROW Partnership | 8,000 |
| Piney Orchard Service Center | 3 |
| Raphael Road Substation | 61 |
| Riverside Facility | 5 |
| ROW American Chestnut Land Trust | 30 |
| ROW Flag Ponds | 62 |
| ROW Liberty Reservoir | 10 |
| ROW Columbia/Lake Elkhourn Vicinity | |
| ROW Environmental Stewardship Program | 225 |
| ROW South River Greenway Partnership | |
| Spring Gardens Facility | 72 |
| Waugh Chapel Substation | 102 |
| Whitemarsh Center | 20 |
| **ComEd** | |
| Buffalo Grove | 10 |
| Burnham Annex ROW & Substation | 25 |
| Calumet City Prairie | 5 |
| Cherry Valley ROW | 18 |
| Crystal Lake | 20 |
| Fischer School Prairie | 9 |
| Glenbard (Churchill) | 11 |
| Greene Valley | 16 |
| Helm Woods | 4 |
| Hitts Siding | 12 |
| Kankakee Sands Prairie | 12 |
| Kloempken | 8 |
| Lake Forest | 10 |
| Lake Renwick | 12 |
| Linne Prairie & Woods | 10 |
| Lions Woods | 3 |
| Morton Arboretum Prairie | 7 |
| Old River Road | 4 |

| Program Name | Acres |
|---|---|
| **ComEd** | |
| Orland Park | 2 |
| Powis Road | 15 |
| Pratts Wayne Woods | 12 |
| Romeoville Prairie | 26 |
| Sand Ridge Savanna | 9 |
| Stearns Road | 13 |
| Superior Street | 14 |
| Swift Prairie | 8 |
| Wentworth Prairie | 5 |
| West Chicago | 7 |
| Wilmington Shrub Prairie | 12 |
| **PECO** | |
| Brandywine River Trail | 4 |
| Manor Road ROW | 25 |
| Cherry Lane Meadow | 7 |
| Morton Wetland | 2 |
| Honey Hollow Meadow | 12 |
| Goat Hill Serpentine Barrens Restoration | 2 |
| Newtown Square Wetlands | 1 |
| Pollinator Pilot Project | 2 |
| Ring Road Meadow | 14 |
| Rock Spring Natural Area | 25 |
| Spring Mill ROW | 12 |
| Upper Gwynedd Preserve ROW | 1 |
| Brandywine ROW | 4 |
| Route 202 ROW | 21 |
| Center Point ROW | 6 |
| Elkton Muddy Lane | 10.3 |
| Elkton ROW | 8 |
| Berwyn Meadows | 6 |
| West Chester University ROW | 3 |
| **PHI** | |
| Benning Service Center | 3.5 |
| Pepco Transmission ROW | 80 |
| Carneys Point | 3.5 |
| Dewey Beach Lions Club Wetland | 1 |
| Watershed Sustainability Center | 0.1 |

[91] BGE ROW Liberty Reservoir, BGE Row Flag Ponds, and BGE Howard Service Center are all part of BGE's Environmental Stewardship Program, but maintain individual NWF certifications.

## Rights of Way and Integrated Vegetation Management

Exelon's utilities manage 11,189 miles of transmission lines in approximately 167 thousand acres of transmission corridors. We continuously manage vegetation along our transmission line ROWs to ensure safety, maintain system reliability, and promote and protect diverse habitats. In addition to the commitments outlined in our corporate Biodiversity and Habitat Policy, we utilize IVM within our ROWs to maintain line clearances and system reliability. IVM considers land, water, habitat, and wildlife improvement opportunities, such as identifying compatible and incompatible vegetation, applying appropriate control measures to vegetation within our ROWs and adjacent land areas, implementing chemical controls, mowing, invasive species removal, and cultural controls that reintroduce beneficial native plant species. By systematically assessing and managing plant communities using IVM, we promote positive environmental outcomes while also reducing operating costs.

As we consider future land management opportunities, we prioritize higher value areas where multiple nature and community benefits coexist, such as simultaneous pollinator and wildlife support. In ComEd's territory, we manage approximately 15 thousand acres of natural green space using a selective management approach that preserves compatible habitat, including more than five hundred acres managed as a high-quality, native prairie ecosystem. PECO uses IVM to manage all electric transmission ROWs and oversees over 155 acres of ROW and other lands certified as conservation habitat. BGE actively manages 3,669 acres of transmission ROWs using IVM to encourage the establishment of compatible low-growing native shrub and grass communities, which improve wildlife habitat, reduce BGE's carbon footprint, and improve water quality within the Chesapeake Bay watershed.

BGE, PECO, and ComEd donate certain removed vegetation from utility ROWs to local zoos to provide diverse feed for the animals. The repurposed tree trimmings reduce waste while allowing local participating zoos to save money through the substitution of the donated browse for animal food sources.

## Avian Species Management

Protection for bird species is a crucial part of Exelon's commitment to wildlife and environmental stewardship. Birds of prey, migratory birds, and endangered species use power line poles and towers as perches to establish territorial boundaries, breed, hunt, rest, find shade, and feed. The presence of birds on our electric power lines or other utility infrastructure can lead to damaged equipment, outages, and bird injury or death through electrocution and collision.

Exelon complies with statutes on avian protection, including the Migratory Bird Treaty Act, the Bald and Golden Eagle Protection Act, and the Endangered Species Act. Several Exelon utilities maintain state-level depredation permits and USFWS Special Purpose Utility permits to manage interactions between birds and power lines. Our utilities are also members of the national Avian Power Line Interaction Committee. Each utility implements a detailed Avian Protection Plan aimed to reduce avian and operational risks from avian interactions with utility equipment. Plans typically contain twelve elements including the following highlights:

- Employee training around regulatory and operational requirements and department staff roles and responsibilities
- Active and inactive nest assessment, incident tracking, and management consistent with Exelon standards and regulatory requirements
- Internal and external avian interaction notifications and reporting related to bird injuries and mortality incidents.
- Construction considerations for new or modified T&D system infrastructure to enhance bird safety, including: adequate spacing of conductors; insulation of ground wires; nest and perch discouragers; installation of bird flight diverters, other line-marking devices, and nesting platforms; and covered over conductors, transformers, and switches.

Exelon's utilities that operate in areas with significant eagle populations maintain raptor-focused initiatives as part of their Avian Protection Plans. These initiatives include routine raptor nest surveys for rebuilds and new construction, time-of-year restrictions to avoid impacts to bald eagle nests, avian-friendly design standards, and pole retrofits or reframes to address electrocution, collision, and nesting risk. Our utilities also frequently collaborate with various stakeholders to improve eagle nest success and further bald eagle conservation. Recent collaborations with state agencies have focused on gathering population data, supporting local wildlife rehabilitators, participating in eagle surveys, implementing banding or telemetry projects, and providing bucket trucks to agency wildlife biologists to access eagle nests.

Where threatened or endangered bird species are located on or near our sites, we work with regulatory agencies and interested stakeholders to deploy special mitigation tactics to reduce impacts on wildlife.

ComEd's avian program includes aerial surveys to identify eagle and osprey nests. Based on nests identified, most recently during 2021 eagle and osprey nest surveys, ComEd reviews all poles within a quarter mile to ensure that they are avian-safe. In 2024, ComEd retrofitted nearly one hundred poles prescribed to ensure avian safety. In 2024, about two hundred diverters were installed on transmission lines and 16 on distribution lines, bringing ComEd's total number of avian diverters installed since the plan's inception to over two thousand. ComEd also updated its Avian Protection Plan to minimize operational risks and impacts to birds that can result from interactions with overhead power lines and energized substation equipment.

In 2024, Pepco increased the analytical capabilities of its award-winning Avian Incident Management System (AIMS) to record, evaluate, and track avian interactions with company infrastructure. These efforts often result in the implementation of risk mitigation strategies to address reliability impacts from bird interactions and reduce bird injuries and mortalities. Mitigation strategies include installation of bird diverters on conductors to increase visibility of the lines to birds, resulting in fewer bird collisions, and rebuilding or retrofitting poles to increase spacing and reduce electrocution risk and associated outages. The AIMS system saves the company over $5 million in reliability, operating, and maintenance costs and over $10 million in potential fines for bird fatalities occurring in the system. Pepco's use of AIMS also helps its utilities meet changing federal and state regulatory requirements to report and mitigate bird incidents.

PECO implemented a system-wide comprehensive Avian Protection Plan to reduce bird fatalities associated with power line interactions. This plan includes establishing new distribution line construction standards, removing or relocating nests, and providing employee training on avian management. In 2024, PECO also completed an avian collision risk assessment report to identify system areas with a high risk for avian injuries, fatalities, and outages for installation of operational engineering controls such as isolation devices or flight diverters.

To proactively protect bald eagles, PECO conducted an inventory of bald eagle nest sites, which included inspections of all distribution circuits within a quarter mile of active nests. Avian-safe equipment was installed where needed. Distribution circuits, which experienced repeated avian fatalities, were evaluated and remedial measures were implemented.

## Exelon's Pollinator Initiatives

Across North America, many pollinator species are in decline due to loss of habitat and other environmental factors. Pollinators, which provide numerous ecological and economic benefits, include a wide variety of birds, bats, butterflies, bees, and other insects that pollinate flowering plants that produce fruits, vegetables, and grains. Many lands Exelon manages provide critical pollinator habitat and provide connective routes for flora and fauna between adjacent areas of high-quality habitat.

At our office and service facilities, many employees engage in voluntary actions to support pollinators, including planting and maintaining pollinator gardens, installing and managing beehives and insect hotels onsite, and holding educational discussions for employees on the importance of native bee species and other pollinators to local ecosystems.

### Monarch Butterfly Protection

The Monarch butterfly is an ongoing priority for Exelon, as it is for the scientific and resource management community. Monarch migration routes stretch from lower Canada across much of the continental U.S. to Mexico. Our service territories include areas where Monarch butterflies may rest, feed, and breed along their migratory journey.

In 2021, ComEd, BGE, and the PHI utilities entered into a CCAA with the USFWS to protect the Monarch. A CCAA is a voluntary agreement that provides incentives for non-federal landowners to help conserve candidate, threatened or endangered species, as identified under the Federal Endangered Species Act.

For the length of the agreement, landowners agree to undertake specific activities that address identified threats to the target species. Our utilities are developing and executing conservation plans that outline ongoing programs and monitoring, including voluntary conservation actions to support monarch butterfly habitat. Exelon's plans also include supporting public education programs to enable societal action to advance habitat conservation.

Under the CCAA, Exelon utilities enrolled certain acres of land and agreed to manage certain percentages of enrolled acres as adopted acres. For utility companies participating in the CCAA, at least 18 percent of enrolled transmission system acres must be managed as adopted acres and at least one percent of distribution acres must be managed as enrolled acres. As of 2024, Exelon had enrolled 149,009 total acres into the CCAA with 15,597 acres adopted.[92]

### 2024 Partners

The CCAA for the Monarch is implemented in conjunction with the University of Illinois-Chicago in partnership with USFWS and participating utilities.

Exelon's utilities also worked with many local partners in 2024 to pursue pollinator habitat enhancements. Local partners included:

- **BGE:** American Chestnut Land Trust, Maryland Department of Health, Maryland Forest Service, Maryland Department of Natural Resources, South Baltimore Gateway Partnership, The Nature Conservancy, Chesapeake Bay Trust, and the Maryland Port Administration
- **ComEd:** The Conservation Foundation, Forest Preserve Districts of DuPage and Will Counties, Morton Arboretum, Chicago Wilderness Alliance, Illinois Tollway, The Field Museum, DuPage Wildlife Conservation Center, University of Illinois-Chicago, Friends of the Chicago River, Buffalo Grove Prairie Guardians, and Prospect Heights Stewards
- **PECO:** Natural Lands Trust, Brandywine Conservancy, PA Department of Conservation and Natural Resources, MD Department of Natural Resources, Pollinator Partnership, Pennsylvania Horticultural Society, and Penn State University
- **PHI:** Patuxent Wildlife Refuge, National Wild Turkey Federation, Maryland Department of Natural Resources, Friends of Sligo, City of Bowie Environmental Board, and Dewey Beach Lions Club

For more information about Exelon's pollinator programs, visit our website.

[92] The previously reported value for CCAA in 2023 has been corrected in this report to reflect updated data.

## 2024 Pollinator Project Highlights

**BGE:** BGE expanded its IVM sites by converting over four hundred acres of transmission ROWs to manage as pollinator habitat as part of its active membership in the CCAA Program. BGE was recognized at the 2024 Monarchs and More Network Meeting CCAA Awards and Highlights and received the "Sweetest Smelling Award" for the highest average percentage of nectar plants on our transmission ROW Monarch Butterfly pollinator sites in 2023. Through the 2024 Good Neighbor-Good Energy pilot, BGE established a pollinator garden at the Front Street Complex, planting over two thousand native plants that offer habitat and food for over 150 native pollinators.

**ComEd:** In 2024, ComEd established a 6,450 square foot pollinator garden at a reporting center in Lombard, Illinois. The project engages employees in the process of building and caring for the garden. In summer 2024, the project kicked off with a planting event assisted by staff volunteers. The garden will transform into a colorful haven of native blooms as it grows, providing food sources and habitat for pollinators like bees and butterflies. It will also offer opportunities for the reporting center's employees to connect with nature and enhance their personal health and well-being. In addition, ComEd offered two hands-on experiences led by a professional beekeeper to educate ComEd employees on the importance of pollinators and the role native insects play in supporting local ecosystems.

**PECO:** PECO has one honeybee hive at the Berwyn campus with the support of a beekeeping company. To engage employees in the program, PECO and the beekeeping partner hosted a hands-on workshop where employees learned about honey production and the importance of pollinator species. In addition, PECO maintains a Bee Friendly Garden Pollinator Partnership certification at the Philadelphia main office facility for the green roof and maintains mason bees at both the Gwynedd and Manor Road ROWs.

**PHI:** PHI hosted a number of "hive dives" at the ACE Carney's Point facility in partnership with Mill Creek Apiary. ACE installed three honeybee hives at the facility and began hosting the hive dives to create awareness and engagement among employees throughout the PHI service territory on the importance of pollinators to the ecosystem, as well as to promote Exelon's commitment to biodiversity. Participants learned about honeybee lifecycles as well as the important role pollinators play in food production. A native landscaping project was also completed at the facility in 2023.

# Watershed Management and Water Inventory

Exelon's utilities primarily source water from municipal water suppliers or groundwater from a limited number of locations. Our office and service facility locations represent our primary water usage. Since Exelon does not own power generation, our water usage is very low in comparison to other utilities that utilize water for power plant thermal cooling. In 2024, our utility operations used a total of 61.6 million gallons of water, with 73.5 percent of total water usage being consumptive use.

## Stormwater

Controlling stormwater runoff from our utility properties is particularly important as weather events become more unpredictable due to climate change. Across our territories, Exelon seeks to use green infrastructure where possible, including bioretention areas like rain gardens and bioinfiltration areas such as native meadows, green roofs, stormwater basins, and vaults to store, evaporate, and infiltrate stormwater on our properties.

In 2022, BGE integrated new smart technology for a retention pond at its Windsor Mill Electric Operations Building (EOB) to reduce flooding, erosion, and water pollution. The smart pond system utilizes cloud-based technology with Amazon Web Services and real-time weather forecasts to control the release of rainwater, improving water quality, groundwater recharge, stream channel protection, and flood control. In 2024, the EOB smart pond prevented approximately 68 percent of rainfall, equaling almost one million gallons of water, from running off the site during rain events. Data from BGE's EOB smart pond is provided to the University of Maryland Baltimore County's Center for Urban and Environmental Research and Education as part of a study to assess how natural geological processes interact with human-driven processes.

BGE partnered with the Maryland Port Administration (MPA) and CSI Environmental (CSIE) in 2024 to advance a flood resiliency berm pilot project at Spring Gardens through a MPA grant.

The project aimed to demonstrate the potential value of beneficial reuse of dredged materials in the production of vegetated upland and shoreline berms using geotextile tubes. As part of the project, CSIE used dewatered geotubes filled with dredged materials then stacked into a shoreline berm at the BGE Spring Garden campus. The tubes were then planted with native flowers, grasses, and shrubs. The tubes are monitored monthly to ensure vegetation resiliency and structural stability after periods of flooding. The tubes have already withstood two periods of heavy inundation. Results from the pilot study will be used for future coastal resiliency projects in Maryland.

In 2024, PECO finalized construction of a new stormwater management basin at its Middletown Substation, which allows for wet weather runoff control of storm flows into Ridley Creek, a high quality stream.

### Exelon Utilities 2024 Water Usage by Watershed[93]

| Watershed Zone (in millions, gallons) | 2022 | | | 2023 | | | 2024 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total Consumptive Use | Total Non Consumptive Use | Total Water Use | Total Consumptive Use | Total Non Consumptive Use | Total Water Use | Total Consumptive Use | Total Non Consumptive Use | Total Water Use |
| Delaware River Basin | 32.8 | 0 | 32.8 | 22.9 | 0 | 22.9 | 23.5 | 0 | 23.5 |
| Chesapeake Bay | 25.9 | 0 | 25.9 | 17.9 | 0 | 17.9 | 18.7 | 0 | 18.7 |
| Upper Mississippi | 1.8 | 19.5 | 21.3 | 5.9 | 13.5 | 19.4 | 3.2 | 16.3 | 19.5 |
| Total (in millions, gallons) | 60.5 | 19.5 | 80.0 | 46.7 | 13.5 | 60.2 | 45.3 | 16.3 | 61.6 |
| Water intensity (in cubic meters per million USD) | 12.0 | 3.9 | 15.9 | 8.1 | 2.4 | 10.5 | 7.4 | 2.7 | 10.1 |

[93] Water is predominantly sourced from municipal water supplies. In a small number of locations, groundwater may be used (estimated to be less than one percent of the total use). Exelon does not make any direct surface water withdrawals and does not use any salt or brackish water sources.

### Afforestation and Continued Learning About Carbon Sequestration

In 2023 and 2024, BGE partnered with the Maryland Department of Health (MDH) Springfield Hospital Center (SHC) and Maryland Department of Natural Resources Forest Services to replace existing lawn on MDH SHC property in Sykesville, Maryland with long-term forested areas. BGE has planted 23,400 native trees over 57 acres through this partnership. The project helped the town of Sykesville receive the Arbor Day Tree City U.S.A. recognition and made SHC the second mental health facility to be recognized as a Tree Campus Healthcare facility by the Arbor Day Foundation. The trees will provide onsite stormwater benefits and ongoing reduction in operational costs, such as reduced mowing. The project will count towards Maryland's Five-Million Tree Goal outlined in the 2022 Climate Solutions Now Act.

### Erosion and Sediment Control

As part of our efforts to eliminate sediment migration from Exelon's construction projects, each of Exelon's utilities implements a field inspection program to assess appropriate erosion and control measures. Permitted projects are inspected in accordance with permit requirements. In instances where projects are not subjected to regulatory permits but require earth disturbances, Exelon's utilities conduct independent inspections to promote the implementation of best management practices.


## Waste and Recycling

Exelon employs best practices to reduce, reuse, and recycle waste across all our businesses. Many of our initiatives reduce waste generation, including contractor take-back programs, minimizing paper use in the office, reusable totes in the field, and outlets for refurbished meters and computer electronics. Our extensive recycling programs target conventional municipal waste materials like paper, plastic, and metals, as well as industrial solid waste such as construction and demolition debris, modified stone from street work, utility poles, and mulch material from our vegetation management. In addition to keeping waste out of landfills, these programs reduce GHG emissions, save money, and conserve energy and natural resources.

Our utility teams continue to identify and implement innovative ways to minimize waste, such as testing our soils for beneficial reuse opportunities and reusing asphalt and concrete millings as utility excavation backfill. Several of our utilities remotely monitor waste and recycling containers to eliminate unnecessary pick-ups, in turn reducing emissions, saving fuel, and increasing safety in service yards. Camera footage is also reviewed for opportunities to offer targeted waste separation training for our crews.

In 2024, our operations produced approximately 830 thousand metric tons of waste (both regulated and non-regulated), of which almost 593 thousand metric tons were recycled, for an overall recycling rate of almost 65 percent. The largest components of our recycled materials by volume were asphalt millings and soil, followed by tree-trimming wood materials. Hazardous waste (including PCB waste) amounted to approximately 890 metric tons in 2024, of which 20.7 percent was recycled.

BGE employs the use of a trash interceptor at its Spring Gardens facility to capture trash and debris that originates from stormwater runoff from approximately 90 surrounding acres in South Baltimore. Since its installation in 2018, the Spring Gardens interceptor has prevented more than 7,600 pounds of trash from reaching the Middle Branch of the Patapsco River, a tributary to the Chesapeake Bay.

In 2024, PECO completed an education program to increasing recycling and reduce waste. The program included sorting the contents of a dumpster and weighing each category. The dumpster dive event was recorded and is used to educate internal and external personnel on material recyclability.

Additionally, this year ComEd donated excess sanitation supplies to a local elementary school and partnered with a non-profit for responsible reuse of branded clothing.

### Types of Waste Streams Recycled at Exelon

| Category[94] | Examples of What Is Recycled |
|---|---|
| **Municipal** | Traditional office waste, such as paper, plastic, cardboard, aluminum, and glass |
| **Electronic** | Computer and electronic equipment |
| **Scrap Metal** | Wire and cable related to the electric distribution system, metal poles, transformers, and other electrical system equipment |
| **Industrial** | Asphalt millings, concrete, mixed aggregate spoils, wood poles and pallets, undifferentiated solid waste, tree trimmings, and mineral and other oils |
| **Universal** | Lamps, batteries, light bulbs, and lighting equipment |
| **Hazardous** | PCB-contaminated equipment and oil, flammable and corrosive liquids |

[94] Waste streams are governed by federal, state, and/or local regulations that may, in some cases, define waste streams and recycling requirements differently. This table is presented to provide a general overview of waste streams that are recycled across the Exelon system and is not definitively organized according to the various jurisdictional level waste and recycling regulations that exist across all of our operating areas.

# A Safe, Innovative, and Rewarding Workplace

Exelon prides itself on fostering a work environment that inspires new ideas, embraces diverse perspectives, and prioritizes safety. Our practices, policies, and business strategy are designed to attract and retain a varied, talented, and engaged workforce with cutting-edge skills, which enables us to best serve our customers as the energy company of the future. This focus enables us to provide our employees with personal and professional growth opportunities, competitive compensation and benefits, and access to meaningful and critical work.

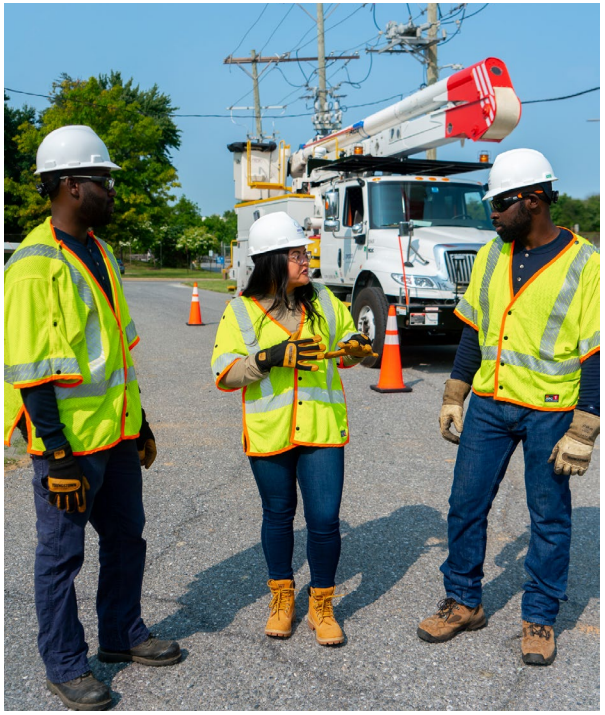
Our Talent Strategy →

Workplace Safety and Management Performance →

## Fostering Our Commitment to an Inclusive, Innovative, and Rewarding Workplace

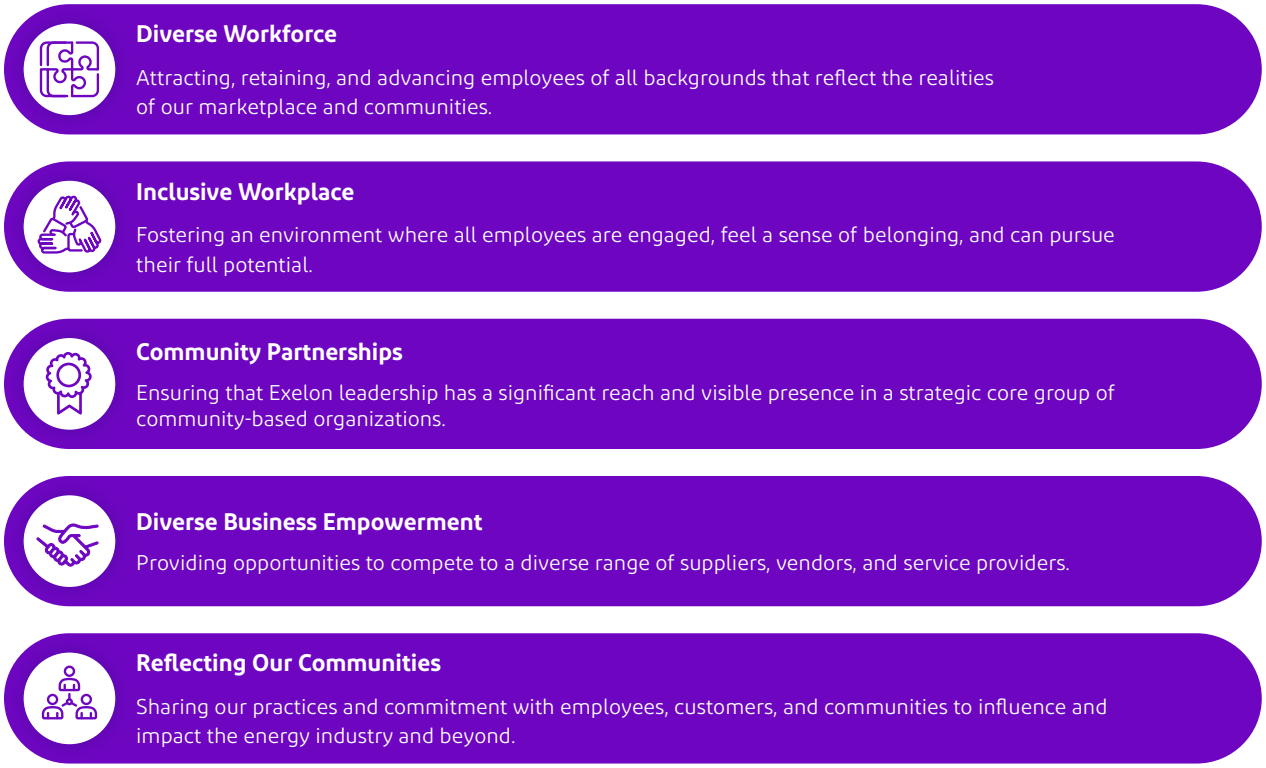
At Exelon, we embrace and leverage diversity as we continue to innovate, grow, and meet the dynamic needs of our employees, customers, and communities.

We continue to evolve our culture to be more inclusive, high-functioning and representative of the communities we serve. For more information, please see the Sustainability Governance section of this report or view our 2024 Inclusion Impact Report at our ESG Resources page.



## Reflecting Our Communities

Exelon serves diverse communities across our territories—encompassing a wide range of races, ethnicities, genders, sexual orientations, gender identities, abilities, religious affiliations, experiences, and perspectives. At Exelon, we know that a workforce 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. As depicted below, our program builds upon five central pillars to guide our continued work.




## Leading and Supporting Our Workforce

The Exelon Board regularly engages with management on employee belonging, corporate culture, and related matters. Management employees are responsible for fulfilling one or more activities that support a diverse and inclusive culture. Exelon provides employees with the resources to understand this expectation and the tools and opportunities to meet it. We hold management employees accountable for fulfilling their important role in promoting a diverse and inclusive culture.

Since 2020, Exelon has convened a council of senior leaders from across Exelon and our utilities 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.

### Access to Resources

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, Employee Resource Groups (ERGs), event calendars, toolkits, articles, and webinars.

### Inclusive Webinars

For the 12th consecutive year, Exelon offered live inclusive webinars to all employees. The webinar series was a well-attended learning and development offering where participants gained insights and learned valuable skills around inclusion.

### Leadership Programming

To further our inclusive leadership journey, 117 leaders completed inclusive leadership training facilitated by an external expert in 2024. This training provided interactive and engaging learning on in-depth topics such as unconscious bias awareness and understanding systemic advantage, leading to positive changes in behavior and ultimately an improved culture of inclusion.

We leverage our Inclusive Leadership Model to empower employees at all levels to turn inclusivity into action. The seven pillars of the Exelon Inclusive Leadership Model are self-awareness, curiosity, courage, adaptability, collaboration, authenticity, and change agent.

### National Science, Technology, Engineering, and Mathematics (STEM) Organization Partnership

We partner with several national organizations to expand our pool of talent in the STEM fields, including the Society of Women Engineers (SWE), the Society of Hispanic Professional Engineers (SHPE), Black Engineer of the Year (BEYA), National Society of Black Engineers (NSBE), and the Society of Asian Scientists and Engineers (SASE). We engage with these organizations at regional, local, and campus levels.

These partnerships help us connect with diverse talent to discuss career opportunities, promote Exelon as a diverse and inclusive organization, and provide professional development and recognition opportunities for our current employees.

### Internships and University Recruitment

In 2024, Exelon hosted over 340 interns. Through our internship program, we aim to expose young talent within our communities to valuable applied experience and career opportunities in the energy industry while building a talent pipeline for future energy jobs. Exelon leveraged the partnerships mentioned above to source and attract top talent into our internship program.

### Military and Veterans Initiatives

Our partnerships with organizations like RecruitMilitary connect us to a broad network of job-seeking veterans and help those job seekers connect with Exelon at military bases, career fairs, and via online media. We also ensure our job vacancies are posted on military veteran career sites. We are proud that in 2024, over 5 percent of our total external hires were veterans.

## Disability Inclusion Strategy

Exelon welcomes the talent and skills that individuals with disabilities bring to our workplace and our communities. Through our enterprise-wide disability outreach strategy, we expand our talent pipeline and company inclusivity efforts.

Our 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 our partnership with Disability:IN, a nonprofit organization providing corporate resources for creating an inclusive culture, to assist with our disability inclusion efforts. We continue to learn and share best practices through disability-focused events and partnerships.

## 2024 Employee Resource Groups Update

With 42 chapters across the enterprise, our 10 ERGs delivered over eight hundred programs and initiatives in 2024. ERG offerings help build the capabilities of employees across the organization, raise awareness of critical issues impacting our employees, contribute to our culture of belonging for all employees, support our communities through volunteer events and partnerships, and celebrate the diverse cultures, experiences, and perspectives of our members. We are proud of how our ERGs continue to contribute to our company-wide journey.

## External Partnerships

ASCEND

Catalyst

Disability:IN

Executive Leadership Council

Human Rights Campaign

Meltzer Center for Diversity, Inclusion, and Belonging

National Hispanic Corporal Council

National Organization on Disability

Out & Equal

Tanenbaum Center for Interreligious Understanding

exelon

## 2024 Recognitions

**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. In its second year competing, Exelon was recognized as an employer of choice for individuals with disabilities.

Exelon was recognized on the Best for Vets 2024 Employers list by the Military Times, an annual ranking of the country's best employers and organizations with military connected employment programs and benefits.

Exelon received 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.

Exelon was named to the **JUST Capital 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.

## Employee Demographics[95][96]

| Category | 2023 Employees | 2023 % of Total | 2024 Employees | 2024 % of Total |
|---|---|---|---|---|
| Female[97] | 5,637 | 28.2% | 5651 | 28.2% |
| People of Color[97] | 8,174 | 40.9% | 8,370 | 41.8% |
| Age <30 | 2,295 | 11.5% | 2,341 | 11.7% |
| Age 30–50 | 11,189 | 56.1% | 11,348 | 56.7% |
| Age >50 | 6,478 | 32.5% | 6,325 | 31.6% |
| Full-Time | 19,781 | 99.1% | 19,828 | 99.1% |
| Part-Time | 181 | 0.9% | 186 | 0.9% |
| Total Employees[98] | 19,962 | 100.0% | 20,014 | 100.0% |

[95] Employees as of 12/31 of listed year. Exelon publishes its annual Equal Employment Opportunity (EEO)-1 report on its corporate website.

[96] In 2024, Exelon's total employee turnover rate was 6.5 percent (voluntary turnover rate was 5.4 percent).

[97] Metric based on self-disclosed information from employees.

## Management Demographics[95][99]

| Category | 2023 Employees | 2023 % of Total | 2024 Employees | 2024 % of Total |
|---|---|---|---|---|
| Female[97] | 1,159 | 33.3% | 1,173 | 33.7% |
| People of Color[97] | 1,303 | 37.5% | 1,314 | 37.8% |
| Age <30 | 21 | 0.6% | 23 | 0.7% |
| Age 30–50 | 2,045 | 58.8% | 2,056 | 59.1% |
| Age >50 | 1,410 | 40.6% | 1,400 | 40.2% |
| Within 10 Years Of Retirement Eligibility | 1,998 | 57.5% | 1,996 | 57.4% |
| Total Employees in Management[98] | 3,476 | 100.0% | 3,479 | 100.0% |

[98] Total employees represents the sum of the aged categories.

[99] Management is defined by EEO Categories "Executive/Senior Level Officials and Managers" and "First/Mid-Level Officials and Managers."

# Our Talent Strategy

At Exelon, we recognize that our employees are our most valuable asset. We encourage employees to bring their authentic selves to work, and we strive to support and enable them at every stage of their careers and personal lives. With robust and progressive benefits and wellness programs, competitive compensation, and an inclusive culture, we seek to attract highly qualified talent, which we then continue to develop, engage, and retain.

### Attracting Top Talent

Talent Acquisition at Exelon brings in the talent that enables us to lead the energy transition. We seek to hire future company leaders who share our vision for a brighter, equitable, and more sustainable future.

In 2024, we continued to build a strong and qualified pipeline of talent. This includes valuable partnerships with various military recruitment organizations, local community organizations, and key colleges and universities, including Historically Black Colleges and Universities. We attended national conferences with organizations including BEYA, SWE, SHPE, NSBE, and SASE to attract top talent into internship positions.

In addition, we continued to amplify our employee value proposition within social networks and communities through targeted advertising, networking and educational events, social media, volunteer and sponsored events, robust video and marketing materials, and an employee referral bonus program.

### Exelon's Talent Management

Exelon's integrated talent management process identifies, develops, engages, and retains employees so that the organization has a robust pipeline of talent to drive business results. Employee and leadership development was a key talent management focus in 2024. We assess leadership potential and identify possible succession candidates for leadership roles as part of our annual business talent review process. This work helps to drive targeted and meaningful leadership development throughout the year.

Exelon's Powering People portal is available to all employees as a one-stop resource to amplify employee development and career growth. The portal offers opportunities to employees at every level to build leadership, professional, and technical capabilities. Development offerings include an expanded portfolio of vendor-led professional programs and no-cost webinars facilitated by business leaders, a career management monthly webinar series, a self-paced leadership exploration program, resources to work and lead in a hybrid environment, and an enterprise-wide mentoring program. The mentoring program currently has 3,500 employees participating as either a mentor or mentee. More than nine thousand participants took charge of their development by participating in the Powering People portal in 2024.

Through LinkedIn Learning, employees are provided the opportunity to customize their professional development with access to thousands of self-paced courses from business to technology to function-specific skills. Employees can search for content based on their current or aspirational role and skills of interest or enroll in courses aligned with Exelon's core competencies and key focus areas. In 2024, 2,200 employees participated in LinkedIn Learning.

Exelon also offers Power to Lead, a suite of leadership development programs including Emerging Leaders, New Leader Essentials for new-in-role first-time supervisors and managers, Next Level Leadership for high-potential managers to prepare for a senior manager role, and Senior Manager Leadership Excellence for first-time senior managers. Over five hundred employees completed these targeted leadership development programs.

ExecOnline, a virtual leadership development offering from the world's top business schools, was provided to senior managers, directors, and leaders in certain high-potential development programs. A 360-degree assessment was leveraged to support the development of our high-potential leaders.

Moving into 2025, Exelon will continue to offer over 50 low- and no-cost development offerings in the Powering People portal and further promote participation in our enterprise-wide mentoring program.

## Employee Development and Training

### Corporate

Exelon corporate offers employee and leadership development opportunities to drive career growth for all levels to build our bench strength and leadership effectiveness. Our focus on building a strong leadership pipeline includes ensuring opportunities for targeted skill development, preparing high-potential future leaders to continue to expand their impact, and setting up new leaders for success as they take on new levels of responsibility. To drive organizational consistency, PECO leverages an enterprise-wide catalog of options for learning and development, while supporting unique team needs with innovative solutions.

### BGE

BGE continues to emphasize equitable talent development by ensuring all employees in the organization have accelerated opportunities to succeed. We support BGE employees' development of core competencies, technical skills, leadership behaviors, and field training. Our targeted programs meet employees where they are, allow opportunities to thrive, and foster a talent pipeline that sets our organization up for future growth and success.

Driven by feedback from an employee engagement survey, BGE continued its second Grow program in 2024, providing developmental opportunities for all employees on a variety of topics. Over one thousand employees were reached through 22 offerings with a focus on access for our field employees. Efforts in 2024 included a robust college internship program of over 10+ targeted events, yielding 67 percent offers extended. BGE continues to focus on increasing intern-to-full-time conversion rates and providing a meaningful experience for mutually beneficial internships.

### ComEd

In 2024, ComEd focused on best-in-class programs to build an innovative workforce to uplift communities and solve the energy problems of today and tomorrow. As part of our continued commitment to equity in talent, we held workshops on reducing bias in feedback and employee development discussions for over two hundred leaders. In addition, we held ongoing "Candid Conversations" with over one hundred field employees to encourage dialogue about diverse identities. To support ongoing development, we also hosted the Career Expo, a two-week event attended by over 1,900 employees that included professional and leadership development offerings, business intelligence sessions, tours, and coffee breaks to learn about career paths and day-in-the-life perspectives from inspiring leaders.

Over 450 mid-level managers attended our annual internal 21st Century Leadership Conference. This year, our theme was "Building Our Future," which focused on sharing strategic imperatives driving the business. Lastly, with a focus on building our future pipeline, we led a summer internship program providing an immersive experience for students, culminating in a Capstone Challenge and presentations to company leadership and their peers.

### PECO

A key focus for PECO in 2024 was equipping leaders to develop talent pipelines through organizational assessment and gaining insight into their unique business needs. These insights were leveraged to create organizational and individual development plans. Based on the identified needs for our first line leader population, PECO launched a development series where experienced leaders shared their knowledge through a series of workshops, hands-on activities, and peer dialogue forums. Our new leaders were able to gain confidence and competence in their new roles, ensuring a smoother role transition and more effective leadership. By creating platforms where leaders can share their stories, we foster an environment of authenticity.

PECO also sustained its focus on hosting diversity dialogue sessions for employees to speak openly about topics such as workplace mental health, current political and social issues, intersectionality, and cultural competence. In addition, our ERGs engaged members and allies to drive a sense of belonging through guest speakers, internal and external events, and educational sessions that provided access to valuable learnings, networking, and community.

PECO leverages the Exelon-wide catalog of learning and development offerings, while supporting our employees' needs with data-driven and innovative training and leadership development solutions.

### PHI

In 2024, PHI strengthened collaborative change management capabilities through leadership engagement in employee development and organizational effectiveness. Leaders foster inclusion and cohesiveness through support of culture teams and peer mentoring circles for collaboration, issue resolution, skill building, and increased communication. Leaders developed and facilitated "Respect in the Workplace" training to reinforce company values and create additional space for dialogue about shared experiences.

The "Opting In Series" continued as a forum for leaders to broaden perspective and increase comfort in conversations about racial injustice. Leaders also played a key role in facilitating monthly "Lead, Coach, & Engage Power Up" sessions to reinforce and collaborate on leadership best practices, the quarterly "GROW with PHI" employee development sessions designed to enhance business acumen across the workforce.

Leadership development programs targeted development at all levels of the business to supplement and strengthen organizational capability building through the leader-led efforts. PHI had nearly four thousand participants across these formal development programs in 2024.

We continued to strengthen our talent pipeline with the 2024 Summer Internship program, which achieved a milestone with 98 percent of the 124 students accepting full time or returning intern positions for 2025.

## Engaging Talent and Listening to Our Employees

To support and retain our talent, we strive to create an environment where our workforce can achieve its highest potential, remain engaged, and have a rewarding experience at work. We frequently collect employee feedback to measure and manage performance. Periodic surveys help us better understand and address any issues raised by our employees. The surveys measure employee engagement, development, innovation, safety, inclusion, and other aspects of the employee experience.

Between full engagement surveys, we issue brief employee engagement pulse surveys that allow employees to provide feedback on targeted engagement topics and the overall employee experience at Exelon. 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 and 81 percent indicating that they are proud of the company's involvement in the community. While we are pleased by these results, we commit to continually improving employee engagement to respond to employees' evolving expectations.

The next full employee engagement survey will launch in 2025 and will continue to ask employees about critical areas. To ensure that our survey reflects current employee work values and experiences, we plan to add new content to better understand how employees feel about organizational change, how well the organization supports them through change, and how well we provide work-life balance for our employees.

## Beneficial Workforce Policies

### Paid Leave

Exelon is committed to offering industry-leading comprehensive paid leave benefits to help employees spend moments that matter with loved ones. For example, eligible birthing parents receive up to 16 weeks of paid leave and eligible non-birthing and adoptive parents receive up to eight weeks. Eligible employees also receive two weeks of paid leave to care for a family member with a critical illness.

### Equal Pay

Fair pay is a core value at Exelon and a key focus for our employees, customers, shareholders, and other stakeholders. As such, Exelon conducts studies on gender and racial pay equity. Exelon is also transparent with our employee population, including prospective employees, by sharing the salary ranges for all posted positions. Through compensation administration practices and policies, as well as periodic compensation reviews—including for market competitiveness—we seek to advance our commitment to fair pay for all employees. We also review hiring and promotion processes with the goal of mitigating bias, including unconscious bias. Exelon is committed to continuing to focus on ensuring fair pay.

> In 2024, Exelon approved over 1,700 individual courses to support employees' educational pursuits under our tuition reimbursement program

### Tuition Reimbursement

Developing our people and maintaining a strong culture of learning are strategic priorities and essential to our long-term success. For eligible employees pursuing professional credentials, we reimburse up to $10,000 annually for undergraduate or professional certification courses and up to $15,000 annually for graduate courses. In 2024, Exelon approved over 1,700 individual courses to support employees' educational pursuits.

### Employee and Labor Relations

We are proud of our innovative and collaborative workforce. As of December 31, 2024, 43 percent of our employees were represented by labor unions. Within the represented population, Exelon has successfully negotiated 10 collective bargaining agreements (CBAs) that help balance the needs of our company with the interests of our employees. In 2024, Exelon successfully negotiated and renewed a CBA at ACE with the International Brotherhood of Electrical Workers (IBEW) Local 210 covering 27 employees, in addition to renewing two CBAs at Delmarva with IBEW Local 1238 and Local 1307, covering a total of 841 employees.

## Health and Well-Being

The people of Exelon are our most important asset. That is why Exelon takes a holistic approach to well-being. We offer a wide range of benefits and programs to support our eligible employees' physical, emotional, and financial health:

- **Physical:** Medical (including telehealth services, cancer care guidance, digital physical therapy, medical travel benefit, and gender-affirming care coverage), dental, vision, disability, fitness reimbursement, fitness partnerships, lactation and breast milk shipping support, digital family planning, and menopause mobile app access.
- **Emotional:** 24-hour access to an Employee Assistance Program that provides seven free confidential counseling sessions per issue, virtual therapy, on-demand tools for stress management and meditation, year-round mental health education, as well as convenience services for household support and referrals.
- **Financial:** Retirement benefits, life insurance, tuition reimbursement, employee stock purchase plan, adoption and surrogacy assistance, critical illness insurance, tax advantaged accounts, group legal support, one free attorney consultation, two free personal financial assessment calls, financial tracking tools, financial advisory services, employee discounts, back-up child and elder care support, and cash rewards for smart health care shopping.

# Workplace Safety and Management Performance

## Promoting a Culture of Safety and Health

Safety is fundamental to Exelon and our industry. We are unwavering in our commitment to protect the safety and health of our workforce, customers, and contractors. As societal connections, technological advancements, and data-rich environments influence various operational areas, they similarly impact safety. The emergence of business intelligence and advancements in safety science have redefined safety, now characterized by the presence of safeguards rather than the absence of injury.

At Exelon, we incorporate safety and health at every level of our organization, starting with each individual employee. Our robust safety programs and the dedication of our employees enable Exelon to achieve high safety performance standards. The Safety Core Function Governor addresses strategic safety issues, enhances safety performance, and establishes priorities and programs.

Exelon's Corporate Safety Policy underscores our commitment to safety. The Exelon Safety Peer Group, which includes safety managers, industrial hygiene administrators, and legal and medical professionals, supports the implementation of safety programs. This group collaborates to identify successful pilot programs or new practices for adoption across the corporation.

We promote safe work practices and identify potential risks through peer-to-peer, first-line supervisor, and manager observations. By recording these observations, documenting near misses, and tracking incident trends, we systematically identify issues and pinpoint areas for improvement.

Our primary safety and health objective is to build systems that control hazards and eliminate serious injuries and fatalities among employees and contractors.

## Safety Management

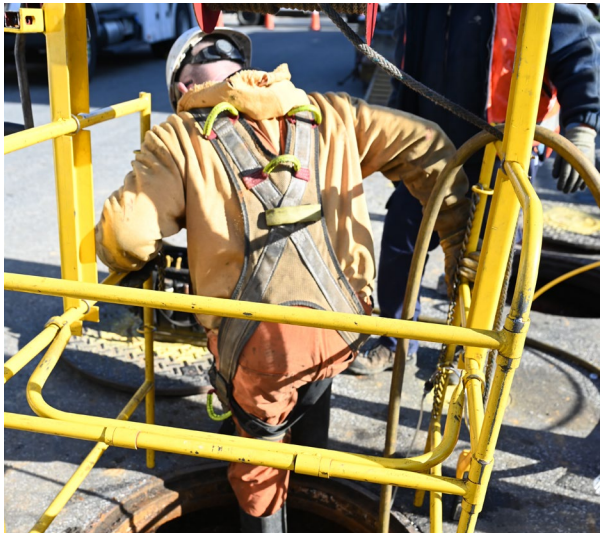
We focus on improving health and safety through comprehensive management systems and strategic initiatives. We perform risk assessments, investigate incidents, and implement corrective actions to promote a learning culture. The Safety Core Function Governor and Safety and Human Performance Peer Group, along with input from line leaders, review assessments, and performance metrics to recommend safety initiatives.

In 2024, Exelon's Safety and Training groups completed 16 initiatives to enhance worker and contractor safety and employee training, emphasizing safety methods, industrial hygiene, and a learning culture. Six initiatives were part of the Adopting Safety Best Practices program, aiming to standardize work practices and training across Exelon.

Exelon benchmarks industry peers to evaluate new technologies and leverage data to reduce hazards and injuries. We collaborate with organizations like Edison Electric Institute (EEI), Construction Safety Research Alliance (CSRA), American Gas Association (AGA), and Electric Power Research Institute (EPRI). Additionally, Exelon expanded our safety benchmarking to include larger companies outside our industry. As a seven-year member of the Campbell Institute, we work on several key initiatives, including employee well-being, leading indicators for environmental, health, and safety (EHS), serious injury prevention, sustainability, and contractor management.

## Our Safety Culture

Successful safety culture and incident prevention depend significantly on engagement and management within the workforce. At Exelon, various programs exist across our operating companies to ensure two-way communication between leadership and workers. All our utilities participate in the Value Based Engagement program, which evaluates company culture by engaging employees with higher-level leaders to regularly assess the alignment of safety values across the workforce. Additionally, workers take part in different forums such as Safety Councils, Safety Best Practice Initiatives, and Peer-to-Peer Observations.



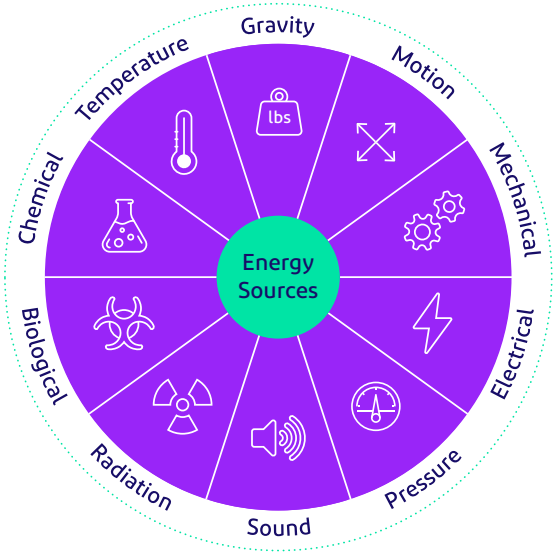
## Elimination of Serious Injuries and Fatalities

Safety research challenges the idea that low- and high-severity injuries have fixed ratios and the same causes. Organizations like EEI have adopted Construction Safety Research Alliance's serious injury and fatality principles. These principles emphasize high energy hazards and measure safety by the presence of safeguards rather than the absence of injuries. Exelon aligns its safety metrics with this strategy and is developing performance monitoring tools focused on safeguards.

HECA HIGH-ENERGY CONTROL ASSESSMENTS

Five years into continuous improvement of our safety culture and the prevention of serious injuries, Exelon is building upon our Energy-Based Safety foundation. We developed a mobile-friendly platform for energy-based observations in 2023 for field-based first line supervisors and safety professionals to proactively perform assessments of safeguards. In 2024, we implemented the platform and trained over one thousand employees. These observations will feed into a new monitoring metric called the High Energy Control Assessment (HECA), which will continue to drive the culture of safety and continuous learning at Exelon.


### Strategies to Eliminate Serious Injuries and Fatalities




### Safety Goal

Achieve zero employee and significant contractor fatalities.[100]

#### 2024 Safety Goal Status

Exelon experienced zero employee fatalities and two contractor fatalities.

#### 2025 Goal

Achieve zero employee and contractor fatalities.

[100] Significant contractors reflect those covered by Exelon's Occupational Safety and Health Administration (OSHA) recordable rate reporting for contractors that exceed certain spend levels and that work on the electric and/or natural gas T&D system.

## Safety Performance

In 2024, Exelon achieved top decile performance and saw a 78 percent decrease in the serious injury incidence rate with an all-in Exelon rate of 0.02 and no employee fatalities. Unfortunately, our goal of zero contractor fatalities was not achieved with two fatalities in 2024 where a contractor working for PHI was fatally injured during tree trimming activities and a BGE contractor responding to a gas leak at a residence was fatally injured during an ensuing gas explosion. In response, we have worked to further safeguard our employees and contractors to anticipate and guard against hazards that they might encounter. We have continued our concerted efforts to not only implement best practices, but also develop best practices for our industry.

Ensuring that our contractors return home safely is as important as our efforts to safeguard our own employees. In 2024, Exelon's contractors worked more than 26 million hours in support of our operations. We expect our contractors to meet our high standards for safety and implement best practices that go beyond regulatory minimums. Before selecting contracting partners, Exelon evaluates both their safety and environmental performance. We provide contractor safety orientations and employ human performance error reduction tools to minimize incidents.

Each year, we set a safety goal for significant contractors to improve upon the previous year's performance. We conduct regular assessments to ensure compliance with our safety program. Contractors with higher incident rates must create action plans, face increased monitoring, and may have contracts terminated for poor safety performance. In 2024, our contractor OSHA recordable rate was 0.5, a two percent increase from the prior year.

We remain committed to our Serious Injury and Fatality prevention strategy. Using the new HECA monitoring metric, we drive continuous improvement of safeguards to control hazards, transition safety conversations to serious injury prevention, and galvanize our workforce to anticipate and recognize potential workplace hazards.


### Safety Accidents

Exelon coordinates benchmark efforts to leverage best practices and improve the safety of our drivers. In 2024, Exelon employees drove more than 75 million miles in a combination of Exelon-owned, employee-owned and rental vehicles. The most common type of accident in which Exelon employees were not at fault involved a stopped Exelon vehicle being struck by another vehicle. The most common accident type where Exelon employees were at fault involved striking stationary objects at low speed. We will continue to work to prevent accidents and near misses due to these types of incidents and pilot technologies that improve driver safety.

# Corporate Governance

Exelon's governance structure upholds our dedication to integrity and sustainability. Our leadership teams proactively work to strengthen our policies, programs, and communications related to priorities such as human rights, supplier diversity, safety, and stakeholder engagement. We integrate our company values throughout our value chain with Board-level oversight and direction to drive progress, monitor risks, and drive accountability.


Sustainability Governance →

Enterprise Risk Management →

Compliance and Ethics →

Sustainable Supply Chain →


## Board Oversight

The Corporate Governance Committee of the Exelon Board of Directors oversees sustainability and climate change strategies and our efforts to protect the environment. In addition to regular engagement with management, the Corporate Governance Committee weighs in on annual reporting on issues such as greenhouse gas (GHG) emission reduction goals, strategies for a decarbonized economy, and investor interest in sustainability practices and reporting. The interdisciplinary nature of these issues leads to discussions about how we manage these topics in collaboration with the other Board-level committees. Because sustainability is a core part of our business strategy, environment, climate, and other sustainability topics are inherently part of the full Board's consideration, as are long-term planning, financial risks, policy issues, and other transformational energy industry issues.

With the exception of Exelon's President and CEO, all members of the Board are independent under applicable laws and the listing standards of the NASDAQ Stock Market LLC, as incorporated in our Independence Standards for Directors in Exelon's Corporate Governance Principles. Our Board is composed of nine members, including four women and four racially or ethnically diverse members, with an average director tenure of approximately three years.[101] For more information on Exelon's governance, please see our 2025 Proxy Statement and the Corporate Governance section of our website.

Shareholders and other interested persons can communicate with any member of the Board of Directors or the independent directors as a group by writing to Exelon Corporation, Attn: Corporate Secretary, 10 South Dearborn Street, P.O. Box 805398, Chicago, IL 60680-5398.

**Board of Directors: Key Statistics[101]**

| | | |
|---|---|---|
| **88%** independent | **44%** women | **44%** ethnically or racially diverse |
| **62** average age | **56%** white | **3 years** average tenure |

[101] This data is measured as of 04/29/2025, the date of Exelon's 2025 annual meeting.

# Sustainability Governance

We manage sustainability at the highest levels of the company. Designated leadership teams move us in the right direction by regularly evaluating our sustainability goals, measuring our performance, and assessing our impacts. Led by our Chief Strategy and Sustainability Officer, the Sustainability team resides in our Corporate Strategy function.

Exelon's executive-level Sustainability Council is comprised of leaders from across the enterprise who work together to guide the development and implementation of our sustainability strategy, programs, and disclosures. The Council also advises Exelon's Executive Committee on sustainability-related issues.

Exelon's Board of Directors and several of the Board's committees hold specific responsibilities related to sustainability disclosure, performance, and programs.

## Sustainability Governance at Exelon[102]

### Board of Directors

- Sustainability issues not specifically delegated to a committee
- Climate change-related business risks and investment opportunities
- Cybersecurity
- Workforce development and corporate culture
- Inclusive workplace initiatives and diverse suppliers
- Corporate philanthropy and political contribution

### Audit and Risk Committee

- SEC disclosures related to human capital management and environmental and cybersecurity risks
- Finance organization and auditor's commitments to diverse team

### Talent Management and Compensation Committee

- Compensation philosophy and strategy
- Policies related to talent development, equity and inclusion, and corporate culture
- Human capital management including talent acquisition, development, and retention; employee engagement and well-being; performance management; and pay equity reviews

### Corporate Governance Committee

- Sustainability and climate change strategies and efforts
- Compliance with policies and procedures for corporate political contributions
- Corporate philanthropy

### Operations, Safety, and Customer Experience Committee

- Strategies and policies related to operations, including operational reliability, resiliency, business continuity, and emergency response; operational technology; physical security
- Strategies and policies related to health and safety including safety culture, goals, and risks and significant operational and health and safety incidents
- Enhancement of customer experience

### Executive Committee

The Executive Committee advises the Chief Executive Officer on corporate, operating company and practice area strategies, resource allocation, and other strategic and operational matters. The executive-level Sustainability Council keeps the Executive Committee apprised of sustainability issues, expectations, and strategic opportunities. The Council is chaired by Exelon's Chief Strategy and Sustainability Officer.

[102] Illustration reflects sustainability governance structure as of April 29, 2025.

To drive sustainability performance, Exelon provides an opportunity to receive an annual payout based on performance against financial and operational goals, including sustainability-related goals to eligible employees, including executives and salaried exempt, non-exempt, and hourly craft regular employees.

In 2024, the AIP featured a Responsible Business Modifier that provided for an increase or decrease of up to 10 percent to reflect progress on sustainability measures aligned with Exelon's Path to Clean goals.

For more information on AIP metrics and other updates to Exelon's executive compensation plans, please view Exelon's 2025 Proxy Statement.

### Examples of Key Sustainability Councils and Committees

| Sustainability Council | Environmental Regulatory Policy Group | Safety Council |
|---|---|---|
| • Leads the development of an integrated sustainability strategy for Exelon and its utilities<br>• Recommends internal and external sustainability key performance indicators and goals that can serve as the foundation for an integrated sustainability program | • Identifies and shares information related to emerging environmental regulatory, legislative, and policy issues that are occurring at the federal, regional, and/or state levels, some affecting more than one utility company<br>• Coordinates Exelon's responses to strategic environmental public policy and regulatory issues | • Identifies and evaluates emerging strategic safety issues, considering regulatory and legislative developments, stakeholder input, market opportunities, customers, and brand and reputation<br>• Reviews enterprise-wide safety programs and performance and provides input to the Executive Committee |

**Departments Involved in Exelon's Sustainability Governance**

- Office of the CEO
- Office of the COO
- Compliance, Audit, and Risk
- Corporate Affairs and Communications
- Corporate Strategy and Sustainability
- Federal and State Government & Regulatory Affairs
- Finance
- Human Resources
- Legal, including the Office of Corporate Governance
- Utility Operations (BGE, ComEd, PECO, PHI)

# Enterprise Risk Management

Managing operational, financial, and regulatory risks is critical for Exelon's success. The Enterprise Risk Management (ERM) team coordinates our risk management program, in collaboration with our operating companies. The program is designed to anticipate strategic and emerging risks, integrate risk into business planning, minimize unexpected performance variances, and support growth initiatives within Exelon's risk appetite. Exelon's Enterprise Risk approach incorporates the Three Lines Model of governance developed by the Institute of Internal Auditors.

The ERM team works with our business teams to identify, assess, and manage risks while balancing growth considerations. We perform risk assessments to deepen our understanding of risks, enable effective mitigation, and strengthen our risk culture. A summary of Exelon's top enterprise risks, including oversight activities and management of emerging and actual risks, is presented to the Exelon Board's Audit and Risk Committee annually.

Each operating company maintains a Risk Management Committee that works with Corporate ERM to consider significant risks to their business and mitigating actions. Business unit senior executives regularly discuss risks with the Audit and Risk Committee of the Exelon Board of Directors.

# Compliance and Ethics

How we operate our business is as crucial as what we achieve. Exelon commits to maintaining a robust, comprehensive compliance and ethics program that evolves in the face of changing risks. Integrity is fundamental to our mission and shapes how we work with, and are viewed by, our customers and communities.

Exelon's Compliance & Ethics department is the primary authority for ethics issues and our Code of Business Conduct and Supplier Code of Conduct. Compliance & Ethics oversees Exelon's compliance and regulatory obligations and conducts annual risk assessments to identify compliance risks across the organization, while assessing controls for those risks.

Our Code of Business Conduct (the Code) applies to all employees, officers, and directors across the enterprise. The Code articulates Exelon's core values, including acting with integrity, and addresses a wide range of topics, such as conflicts of interest, workplace conduct, safety, protecting confidential information and other company assets, interactions with public officials, bribery and corruption, competing with integrity, and environmental protection. The Code strictly prohibits any form of retaliation for raising compliance or ethics questions or concerns.

Employees are required to complete annual Code of Business Conduct training. Non-represented employees must annually disclose any potential conflicts of interest and certify their understanding of the Code. We track training completion, and new employees undergo Code of Business Conduct training upon joining. Both the Code and the annual all-employee training address conflicts of interest issues, as does the annual process of obtaining and reviewing conflict of interest certifications. Exelon also requires additional annual training for all employees on topics such as security awareness and harassment prevention.

Exelon's 24-hour Ethics Helpline allows employees, suppliers, and the public to report any ethics concerns or potential legal or regulatory violations, and pose questions. The Helpline has phone and web options, and reporters can remain anonymous.

We log, track, and investigate reported concerns in a case management platform overseen by Compliance & Ethics. Some investigations are assigned to Human Resources or Security, as appropriate. Certain investigations are conducted under the direction of Exelon's Legal Department and/or outside counsel. Written procedures guide all investigations, and dispositions and confirmed violation outcomes are recorded in the case management platform, along with disciplinary decisions. Discipline for violations varies by the nature and circumstances of the violation, and ranges from coaching to termination.

Investigators also assess workplace conduct issues, including sexual harassment, discrimination, and employee relations. The investigative team works to strengthen Exelon's workplace culture and partners with business teams to address specific actions, broader initiatives and any other issues.

Compliance & Ethics shares with the Audit and Risk and Risk Management Committees an annual analysis of Compliance & Ethics matters. The data is analyzed across the organization and at each utility for trends in the nature of allegations, the rates at which they are substantiated, and time to resolution, among other things. In addition, Compliance & Ethics shares available benchmarking data regarding compliance and ethics investigations among peers.

Exelon's Supplier Code of Conduct focuses on the responsibilities of all suppliers, contractors, and agents and outlines Exelon's expectations and standards for ethical conduct. The Supplier Code of Conduct addresses a wide range of obligations for suppliers, including compliance with all applicable laws and regulations, maintenance of high ethical standards, public and workplace safety, human rights and labor standards, equal opportunity and diversity, the environment, conflicts of interest, bribery and corruption, fair competition, accurate recordkeeping, and retaliation. All Exelon business partners are required to comply with Exelon's Supplier Code of Conduct, which sets forth expectations for all suppliers, contractors, and agents, in addition to meeting contract terms and conditions tailored to each party's engagement. We review our Supplier Code every two years to ensure its relevancy and to assess our purchasing practices. Learn more in the Sustainable Supply Chain section.

Several ethics policies govern our approach to public policy and lobbying. These policies require tracking and review of requests, referrals, and recommendations from public officials, strengthen due diligence and supervision of lobbyists and political consultants, and require regular reporting to the Audit and Risk Committee and utility boards of directors on interactions with public officials. Employees who regularly interact with public officials receive annual training to support compliance with these policies.

## Conflict Minerals

As conflict minerals are not part of any product we manufacture or contract for manufacture, we are not subject to reporting requirements under Section 1502 of the Dodd-Frank Act.

## Human Rights Policy

Our Human Rights Policy affirms our respect for human rights as a fundamental value. It articulates the company's commitment to support and protect human rights in our relationships with our employees, suppliers, and business partners. The policy is guided by the United Nations Guiding Principles on Business and Human Rights and is published on Exelon's website.

## Political Participation and Advocacy

Our public policy and advocacy activities are guided by our Corporate Governance Principles, our policies for interactions with federal, state, and local officials, and our corporate and political contribution guidelines. These policies and guidelines, as well as our semi-annual political contribution reports, can be found on Exelon's Corporate Governance webpage.

As we work to advance public policy, we collaborate with many associations and business groups, such as Edison Electric Institute, American Gas Association, and Business Roundtable, on matters including clean energy, cybersecurity, supply chain, tax policy, workforce development, and other business issues. We are often in alignment with the positions of these organizations. Where our views diverge, we may advocate for change in the association's positions or voice our positions separately or in conjunction with stakeholders with whom we are more closely aligned.

# Sustainable Supply Chain

Exelon's utilities procure a wide range of materials and services from approximately 6,500 suppliers that support our company operations. These suppliers help us successfully deliver electricity and natural gas and maintain superior service.

Exelon's operations span the value chain from procurement to delivery through our subsidiaries and support services. To better understand our supply chain and proactively identify and address potential business continuity risks, we actively engage, evaluate, and monitor our suppliers. Our sourcing practices align with company objectives in environmental responsibility, safety, supplier diversity, and local economic development.

## Supply Chain Policies and Risk Management

Exelon employs a risk management process developed by the Supply and Enterprise Credit Risk Management team to identify, communicate, and mitigate risks. We review all suppliers semi-annually based on their spend profile with Exelon and the services they provide.

We conduct in-depth risk reviews of our critical suppliers based on third-party credit reports, the criticality of the supplier to Exelon's business functions and objectives (such as sustainability), probability of a risk event, potential severity of impacts, and our resilience to a disruption through alternate suppliers.

In determining the potential for a risk event, many factors are considered, including the location of the supplier, commodities used in the production of the finished goods, and the supplier's industry as a whole. The team regularly communicates the results of these risk reviews to management.

In August 2024, Exelon conducted its semiannual detailed supplier risk assessment, which identified 83 critical suppliers, defined as those that are crucial to our operations, those that have a high-risk profile due to access to Exelon's confidential data, or whose work is subject to elevated regulatory requirements (e.g., North American Electric Reliability Corporation Critical Infrastructure Protection standards). These Tier 1 suppliers represent 51 percent of total supplier spend. As part of this process, we identified three Tier 1 suppliers that necessitated risk mitigation strategies.

## Supplier Performance Management

Exelon monitors supplier performance and seeks to resolve any performance issues. Significant performance issues are escalated to Exelon's leadership and a corrective action plan is developed with the supplier. Exelon monitors execution of the corrective action plan and may remove suppliers that do not meet our requirements. Exelon's supplier watchlist is reviewed and updated on a quarterly basis. At the end of 2024, there were two suppliers on our watchlist and no suppliers on a performance improvement plan.

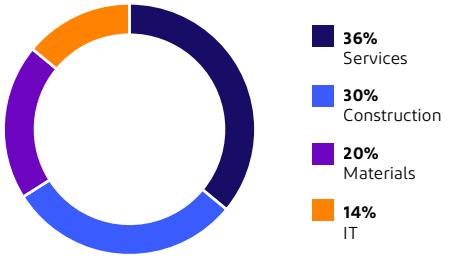
**54%**

of Exelon supply chain spending is with suppliers in our key operation geographies

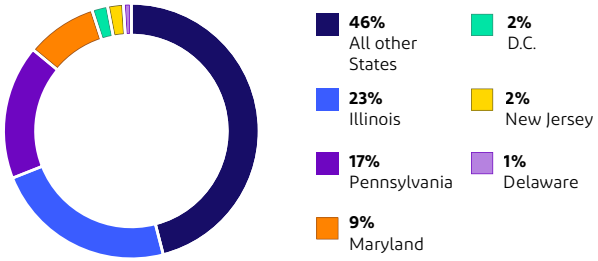
## Spend Analysis

Exelon sourcing professionals manage approximately 63 categories of supply spend. In 2024, 30 percent was spent on construction, 36 percent on services, 20 percent on materials, and 14 percent on information technology (IT) hardware, software, and services. Over half (54 percent) of Exelon's supply chain spend is with suppliers located in our key operating geographies. This spend analysis excludes goods and services not managed by Exelon's supply organization.

### Supply Spend Breakdown by Major Category for 2024[103]




### Supply Spend by State[104]




[103] Spend breakdown based on 2024 payment data as of 1/29/2025.

[104] Supply spend by state is filtered to align with jurisdiction Supplier Diversity reporting practices and does not include all spend.

## Improving Sustainability With Our Suppliers

As an industry leader in sustainability, we recognize the influence we have over our supply chain. Exelon makes a concerted effort to minimize potential negative impacts of the goods and services we procure and to motivate our suppliers to improve their sustainability performance. As part of Exelon's selection criteria when awarding work, we assess suppliers on their sustainability governance and performance through a series of sustainability-related request for proposal (RFP) questions. Exelon's Supplier Code of Conduct requires our suppliers to support Exelon's commitments to sustainability. Suppliers that do not meet our sustainability requirements may be excluded from consideration for certain RFPs.

In 2024, 28 suppliers completed Exelon's Sustainable Supply Chain Alliance's Transparent & Sustainable Procurement questionnaire providing an overview of their sustainability profile. These suppliers represented 15 percent of Exelon's spend.

Besides relationships with our suppliers, we also advance sustainability in our supply chain through engagement with the Electric Utility Industry Sustainable Supply Chain Alliance (the Alliance), of which Exelon was a founding member. This coalition of utilities and suppliers collaborates to advance sustainability best practices in utility supply chain activities and supplier networks and provides resources to help suppliers improve their sustainability, including training on topics such as GHG emissions reporting. Exelon pursues progress against the Alliance's sustainability maturity model by creating more rigor around the scoring of sustainability aspects of supplier proposals and by recognizing top suppliers with awards related to their environmental performance.

We continue to recommend supplier participation in the Alliance and its Supplier Affiliate Membership program. Exelon leverages the Alliance's sustainability survey, which benchmarks suppliers' sustainability practices and provides suppliers with additional detail on how they can improve sustainability.

Exelon also works with the Alliance to refine our estimates for two categories of Scope 3 GHG emissions: "purchased goods and services" and "capital goods." We are currently calculating emissions using this refined methodology and gathering actual emissions data from our suppliers to improve the accuracy of our GHG emissions calculations. Exelon intends to continue work with the Alliance to advance opportunities to quantify, understand, and, where possible, seek to reduce supply chain GHG emissions. Exelon's Chief Supply Officer serves on the Alliance's executive committee, continuing Exelon's long-standing executive-level support for the work of this organization.

## Supplier Provisions on Environmental Performance

Exelon's commitment to the environment is integral to meeting customers' expectations and reducing Exelon's environmental impact while meeting or exceeding environmental laws and regulations. We set a Path to Clean Goal for GHG emissions reduction by 2030 and strive for net-zero operations by 2050. This includes a commitment to support customers and communities to reach their clean energy and emissions reduction goals. We expect suppliers to contribute to these goals by reducing energy usage, GHG emissions, waste, and pollution at the source while continually improving efficiency of resource and materials use.

# Appendix

# Sustainability Scores

Exelon participates in several voluntary reporting initiatives and is rated by a number of third parties that provide investors with information on Exelon's sustainability performance. In most cases, Exelon scores in the top quartile or better among our peers. For more information on Exelon's sustainability profile and performance from an investor perspective, please see our Investor Relations Environmental, Social, and Governance resources webpage.

| Rater | Exelon Score[105] | Scale | Comment |
|---|---|---|---|
| **Bloomberg** | • Environment: 97.5<br>• Social: 97.5<br>• Governance: 92.4 | Score: 0–100 (Percentile Rank) | Higher score is better; rank is based on Bloomberg's Electric Transmission & Distribution Industry Peer Group |
| **ISS ESG Quality Score** | • Environment: 3<br>• Social: 4<br>• Governance: 2 | Score: 0–10 | Lower score is better |
| **DJSI Survey (S&P Global)** | 80 | Score: 0–100 (Percentile Rank) | North America Index 19 consecutive years |
| **Sustainalytics** | 19.0 | Score: 0–100 | Lower score is better |
| **MSCI** | AA | AAA to CCC ratings | AAA is best |
| **2024 CPA-Zicklin Index** | 92.9 | Score: 0–100 | Considered a trendsetter company (with a score of 90 percent or higher) |
| **JUST Capital** | 25 | Score: 1–44 (Ranking) | Included in the JUST 100 Index for 2024, 2019–2022 |
| **GRESB** | A | A to E | A is best |

[105] Scores updated as of March 14, 2025.

# GRI Index

The indicators below are from the 2021 GRI Standards and the 2014 Electric Utilities Sector Standard. This report has been prepared in accordance with the 2021 GRI Standards.[106]

| Framework | Disclosure | Location/Response |
|---|---|---|
| **General Disclosures 2021** | | |
| **The Organization and Its Reporting Practices** | | |
| GRI 2 | 2-1 Organizational details | About Exelon<br><br>10-K, pages 7–8 |
| | 2-2 Entities included in the organization's sustainability reporting | About Exelon, Exelon Family of Companies<br><br>10-K, page 8 |
| | 2-3 Reporting period, frequency, and contact point | About Exelon, 2024 Sustainability Report Approach |
| | 2-4 Restatements of information | Financial, community, safety, and environmental data for 2022 was recast to reflect Exelon's current corporate boundary, excluding Constellation, and may differ from reports prior to separation.<br><br>In 2024, Exelon revised operations-driven GHG emissions (Scope 1 & 2 market-based) as a result of Exelon's Path to Clean 2015 baseline being adjusted and re-verified to incorporate boundary changes and improved data. Additionally, that same year, Global Warming Potentials for GHG pollutants were updated to IPCC AR5 values in alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates. These adjustments impacted 2022–2024 GHG emissions, and also included adjustments to the 2015 baseline year. |
| | 2-5 External assurance | About Exelon, 2024 Sustainability Report Approach |
| **Activities and Workers** | | |
| GRI 2 | 2-6 Activities, value chain, and other business relationships | Our suppliers help us successfully deliver energy to our customers and maintain superior service. Our operations span the value chain from energy acquisition for customers who have not selected a competitive energy supplier to transmission and delivery of electricity and natural gas by our utilities and provision of other services, as outlined in our 10-K.<br><br>10-K, pages 8–10<br><br>About Exelon, Sustainable Supply Chain |
| | 2-7 Employees | Employee Demographics Table<br><br>Exelon and its utilities operate in the U.S., with most employees living in, or near, our primary service territories in DE, IL, MD, NJ, PA, and D.C. Exelon does not have international operations. |
| | 2-8 Workers who are not employees | Sustainable Supply Chain<br><br>Exelon utilizes a wide range of outside services to perform work in areas such as general business support, information technology, and construction. We do not report on the number of workers used by third parties that work on behalf of Exelon. |

[106] Exelon submitted a partial CDP response in 2024. For this 2024 ESR, we used references to our 2023 CDP Climate Change Response when the relevant information in that response is informative for calendar year 2024.

| Framework | Disclosure | Location/Response |
|---|---|---|
| **Governance** | | |
| GRI 2 | 2-9 Governance structure and composition | Corporate Governance |
| | 2-10 Nomination and selection of the highest governance body | Proxy Statement, page 15 |
| | 2-11 Chair of the highest governance body | Sustainability Governance |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Sustainability Governance, Enterprise Risk Management |
| | 2-13 Delegation of responsibility for managing impacts | Sustainability Governance |
| | 2-14 Role of the highest governance body in sustainability reporting | 2024 Sustainability Report Approach |
| | 2-15 Conflicts of interest | Exelon Code of Business Conduct, pages 28–33<br>Exelon Corporate Governance Principles |
| | 2-16 Communication of critical concerns | Compliance and Ethics |
| | 2-17 Collective knowledge of the highest governance body | Sustainability Governance |
| | 2-18 Evaluation of the performance of the highest governance body | Sustainability Governance<br>Proxy Statement, pages 34–35 |
| | 2-19 Remuneration policies | Proxy Statement, pages 43–54 |
| | 2-20 Process to determine remuneration | Proxy Statement, pages 43–76 |
| | 2-21 Annual total compensation ratio | Proxy Statement, page 75 |
| **Strategy, Policies and Practices** | | |
| GRI 2 | 2-22 Statement on sustainable development strategy | A Message From the CEO |
| | 2-23 Policy commitments | Compliance and Ethics, ESG Resources webpage |
| | 2-24 Embedding policy commitments | Compliance and Ethics, ESG Resources webpage |
| | 2-25 Processes to remediate negative impacts | Compliance and Ethics |
| | 2-26 Mechanisms for seeking advice and raising concerns | Compliance and Ethics |
| | 2-27 Compliance with laws and regulations | Environmental Management, Monitoring Compliance Performance |
| | 2-28 Membership associations | Supporting a Clean Energy Policy Transition, Sustainable Supply Chain, ESG Resources webpage |
| **Stakeholder Engagement** | | |
| GRI 2 | 2-29 Approach to stakeholder engagement | Stakeholder Engagement |
| | 2-30 Collective bargaining agreements | Employee and Labor Relations, 10-K, page 13 |
| **Material Topics** | | |
| GRI 3 | 3-1 Process to determine material topics | Key Sustainability Topics, Stakeholder Engagement |
| | 3-2 List of material topics | Key Sustainability Topics |

| Framework | Disclosure | Location/Response |
|---|---|---|
| **Topic Specific Disclosures** | | |
| **Advancing Clean Energy and Affordable Energy Choices** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of Economic Performance<br>3-3 Management of Climate Adaptation, Resilience, and Transition | About Exelon, Climate Change Adaptation; 10-K, page 100 |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | About Exelon, Giving Back to Communities |
| | 201-2 Climate change financial implications | Climate Transition Planning, Identifying and Assessing Climate-Related Risks |
| | 201-4 Financial assistance received from government | Information unavailable/incomplete |
| GRI 3: Material Topics 2021 | 3-3 Management of Indirect Economic Impacts | Supporting Communities |
| GRI 203: Indirect Economic Impacts 2016 | 203-2 Significant indirect economic impacts | Economic Development, Supporting Local and Diverse Suppliers |
| GRI 3: Material Topics 2021 | 3-3 Management of Procurement | Sustainable Supply Chain |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | Sustainable Supply Chain |
| GRI 3: Material Topics 2021 | 3-3 Management of Energy | Exelon 2023 CDP Climate Change Response, C1.2, C1.3a |
| GRI 302: Energy 2016 | 302-1: Energy consumption within the organization | Exelon 2024 CDP Response, 7.30.16 |
| | 302-4: Reduction of energy consumption | Exelon 2023 CDP Climate Change Response, C1.3a<br>Exelon 2024 CDP Response, 7.53.1, 7.55.3 |
| | 302-5: Reduction in energy requirements of products and services | Customer Energy Savings Programs |
| **Delivering a Top-Tier Customer Experiences** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of Public Policy | Political Participation and Advocacy |
| GRI 415: Public Policy | 415-1 Political contributions | Political Participation and Advocacy, Corporate Governance webpage |
| **Safely Powering Reliability and Resilience** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of Customer Health and Safety<br>3-3 Management of Emissions | Disaster Preparedness and Storm Response, Identifying and Assessing Climate-Related Risks, GHG Accounting and Reporting Protocol |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of health and safety impacts | Disaster Preparedness and Storm Response |
| **Supporting Communities** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of Local Communities | Key Sustainability Topics, Stakeholder Engagement |
| GRI 413: Local Communities 2016 | 413-1 Local community engagement | Key Sustainability Topics, Giving Back to Communities |

| Framework | Disclosure | Location/Response |
|---|---|---|
| **Climate Transition Planning** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of Emissions<br>3-3 Management of Climate Adaptation, Resilience, and Transition | Climate Transition Planning, GHG Accounting and Reporting Protocol |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | GHG Emissions Profile, GHG Accounting and Reporting Protocol<br>Exelon 2024 CDP Response, 7.4.1, 7.5, 7.6, 7.15, 7.16, 7.17 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | GHG Emissions Profile, GHG Accounting and Reporting Protocol<br>Exelon 2024 CDP Response, 7.3, 7.5, 7.7, 7.16 |
| | 305-3 Other indirect (Scope 3) GHG emissions | GHG Emissions Profile, GHG Accounting and Reporting Protocol<br>Exelon 2024 CDP Response, 7.5, 7.8 |
| | 305-5 Reduction of GHG emissions | GHG Emissions Profile, GHG Accounting and Reporting Protocol<br>Exelon 2024 CDP Response, 7.53, 7.54, 7.55 |
| | 305-7 Nitrogen oxides (NO), sulfur oxides (SO), and other significant air emissions | Exelon does not own power generation facilities and does not create significant air emissions from our operations. |
| **Nature and Stewardship** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of Water and Effluents | Watershed Management and Water Inventory |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | Watershed Management and Water Inventory |
| | 303-2 Management of water discharge-related impacts | Watershed Management and Water Inventory |
| | 303-3 Water withdrawal by source | Watershed Management and Water Inventory |
| | 303-5 Water consumption by source | Watershed Management and Water Inventory |
| GRI 3: Material Topics 2021 | 3-3 Management of Biodiversity | Our Approach |
| GRI 304: Biodiversity 2016 | 304-2 Impacts on biodiversity | Our Approach |
| | 304-3 Habitats protected or restored | Our Approach |
| GRI 3: Material Topics 2021 | 3-3 Management of Waste | Waste and Recycling |
| GRI 306: Effluents and Waste 2016 | 306-4 Waste diverted from disposal | Waste and Recycling |

| Framework | Disclosure | Location/Response |
|---|---|---|
| **A Safe, Innovative, and Rewarding Workplace** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of Employment | Fostering Our Commitment to an Inclusive, Innovative, and Rewarding Workplace |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Fostering Our Commitment to an Inclusive, Innovative, and Rewarding Workplace |
| | 401-3 Parental leave | Beneficial Workforce Policies |
| GRI 3: Material Topics 2021 | 3-3 Management of Occupational Health and Safety | Workplace Safety and Management Performance |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Workplace Safety and Management Performance |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Workplace Safety and Management Performance |
| | 403-3 Occupational health services | Workplace Safety and Management Performance |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Workplace Safety and Management Performance |
| | 403-5 Worker training on occupational health and safety | Workplace Safety and Management Performance |
| | 403-6 Promotion of worker health | Workplace Safety and Management Performance |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Workplace Safety and Management Performance |
| | 403-8 Workers covered by an occupational health and safety management system | Workplace Safety and Management Performance |
| | 403-9 Work-related injuries | Safety Performance |
| | 403-10 Work-related ill health | Safety Performance |
| GRI 3: Material Topics 2021 | 3-3 Management of Training and Education | Employee Development and Training |
| GRI 404: Training and Education 2016 | 404-2 Programs for upgrading employee skills | Employee Development and Training |
| GRI 3: Material Topics 2021 | 3-3 Management of Diversity and Equal Opportunity | Fostering Our Commitment to an Inclusive, Innovative, and Rewarding Workplace |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Fostering Our Commitment to an Inclusive, Innovative, and Rewarding Workplace |
| GRI 3-3: Material Topics 2021 | 3-3 Management Approach of Freedom of Association and Collective Bargaining | Beneficial Workforce Policies |
| GRI 407: Freedom of Association and Collective Bargaining | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Exelon's Human Rights Policy establishes expectations for Exelon and its suppliers with regard to freedom of association and collective bargaining. |

| Framework | Disclosure | Location/Response |
|---|---|---|
| **Corporate Governance** | | |
| GRI 3-3: Material Topics | Management Approach | Compliance and Ethics, Code of Business Conduct, Supplier Code of Conduct |
| GRI 205: Anti-Corruption | 205-1 Operations assessed for risks related to corruption | Compliance and Ethics, Code of Business Conduct, Supplier Code of Conduct |
| | 205-2 Communication and training about anti-corruption policies and procedures | Compliance and Ethics, Code of Business Conduct, Supplier Code of Conduct |
| | 205-3 Confirmed incidents of corruption and actions taken | Compliance and Ethics |
| GRI 3: Material Topics 2021 | 3-3 Management of Anti-competitive Behavior | Compliance and Ethics |
| 206: Anti-Competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior | Exelon was not involved in any legal actions related to anti-competitive behavior, anti-trust, or monopoly practices and did not incur any fines or settlements related to anti-competitive practices in the past five fiscal years. |
| **Electric Utility Sector Disclosures** | | |
| GRI EU | EU1 Installed capacity, broken down by primary energy source and by regulatory regime | Not applicable |
| | EU2 Net energy output broken down by primary energy source and by regulatory regime | Not applicable |
| | EU3 Number of residential, industrial, institutional, and commercial customer accounts | Exelon by the Numbers |
| | EU4 Length of above and underground transmission and distribution lines by regulatory regime | 10-K, page 34 |
| | EU5 Allocation of $CO_2e$ emissions allowances or equivalent, broken down by carbon trading framework | Not applicable |
| | EU 6 (former) Management approach to ensure short and long-term electricity availability and reliability | Advancing Clean and Affordable Energy For Our Customers |
| | EU7 (former) Demand-side management programs including residential, commercial, institutional, and industrial programs | Exelon's Business Strategy, Expansion of Fiber Optic Cable for Utility Networks |
| | EU8 (former) Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development | Please see the Partnership Research and Development Program section for information about our approach to this topic. We are continuing to assess related additional data needs for future disclosures. |

| Framework | Disclosure | Location/Response |
|---|---|---|
| GRI EU | EU9 (former) Provisions for decommissioning of nuclear power sites | Not applicable |
| | EU10 Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime | Not applicable |
| | EU11 Average generation efficiency of thermal plants by energy source and by regulatory regime | Not applicable |
| | EU12 Transmission and distribution losses as a percentage of total energy | Exelon 2023 CDP Climate Change Response, C-EU8.4a |
| | EU13 Biodiversity of offset habitats compared to the biodiversity of the affected areas | Nature and Stewardship, Terrestrial Habitats and Wildlife Management |
| | EU14 (former) Programs and processes to ensure the availability of a skilled workforce | Our Talent Strategy |
| | EU15 Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and region | Management Demographics Table |
| | EU16 (former) Policies and requirements regarding health and safety of employees and employees of contractors and subcontractors | Workplace Safety and Management Performance |
| | EU17 Days worked by contractor and subcontractor employees involved in construction, operation, and maintenance activities | Safety Performance |
| | EU18 Percentage of contractor and subcontractor employees that have undergone relevant health and safety training | Please see the Workplace Safety and Management Performance section for information about our approach to this topic. We are continuing to assess related additional data needs for future disclosures. |
| | EU19 (former) Stakeholder participation in the decision-making process related to energy planning and infrastructure development | Stakeholder Engagement, Delivering Sustainable Value as the Premier T&D Utility |
| | EU20 (former) Approach to managing the impacts of displacement | Not applicable |
| | EU21 (former) Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans | Disaster Preparedness and Storm Response |
| | EU22 Number of people physically or economically displaced and compensation, broken down by type of project | Not applicable |
| | EU23 (former) Programs, including those in partnership with government, to improve or maintain access to electricity and customer support services | Partnership Research and Development Program, Advancing Clean Energy and Affordable Energy for Our Customers |
| | EU24 (former) Practices to address language, cultural, low literacy, and disability-related barriers to accessing and safely using electricity and customer support services | Assistance to Low- and Moderate-Income Households |
| | EU25 Number of injuries and fatalities to the public involving company assets, including legal judgments, settlements, and pending legal cases of diseases | Assistance to Low- and Moderate-Income Households |
| | EU26 Percentage of population unserved in licensed distribution or service areas | Exelon provides electric and gas service in each jurisdiction, pursuant to public service commission requirements. |
| GRI EU | EU27 Number of residential disconnections for non-payment, broken down by duration of disconnection and by regulatory regime | SASB IF-EU-240a.3 |
| | EU28 Power outage frequency | Reliability Performance and Investments, Exelon Performance Data 2022–2024 |
| | EU29 Average power outage duration | Reliability Performance and Investments, Exelon Performance Data 2022–2024 |
| | EU30 Average plant availability factor by energy source and by regulatory regime | Not applicable, Exelon does not own power generation. |

# SASB Index

The accounting metrics and disclosures in this Sustainability Account Standards Board (SASB) Index are sourced from both the Electric Utilities & Power Generators standard and the Gas Utilities & Distributors standard. The SASB standards were amended to align with the industry-based guidance accompanying IFRS S2 Climate-Related Disclosures in June 2023 and further amended for international applicability by ISSB in December 2023.[107]

| Topic | Accounting Metric | Code | Location/Direct Answer |
|---|---|---|---|
| **Electric Utilities & Power Generators Standard** | | | |
| Greenhouse Gas Emissions & Energy Resource Planning | (1) Gross global Scope 1 emissions, percentage covered under (2) emissions- limiting regulations, and (3) emissions-reporting regulations | IF-EU-110a. | GHG Emissions Profile, GHG Accounting and Reporting Protocol<br>Exelon 2024 CDP Response, 7.6<br>LRQA Independent Assurance Statement—Scope 1 and 2 Emissions |
| | Greenhouse gas (GHG) emissions associated with power deliveries | IF-EU-110a.2 | GHG Emissions Profile, GHG Accounting and Reporting Protocol<br>Exelon 2024 CDP Response, 7.8.2, 7.8.5<br>LRQA Independent Assurance Statement—Scope 3 Emissions |
| | Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | IF-EU-110a.3 | Managing Climate Transition Risks, GHG Accounting and Reporting Protocol<br>Exelon 2024 CDP Response, 7.53.1, 7.54.3, 7.55 |
| Air Quality | Air emissions of the following pollutants: (1) $NO_x$ (excluding $N_2O$), (2) $SO_x$, (3) particulate matter ($PM_{10}$), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population | IF-EU-120a.1 | Exelon does not own power generation facilities and does not create significant air emissions from our operations. |
| Water Management | (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress | IF-EU-140a.1 | Watershed Management and Water Inventory |
| | Number of incidents of non-compliance associated with water quantity permits, standards, and regulations | IF-EU-140a.2 | Monitoring Compliance Performance |
| | Description of water management risks and discussion of strategies and practices to mitigate those risks | IF-EU-140a.3 | Watershed Management and Water Inventory, Our Approach |
| Coal Ash Management | (1) Amount of coal combustion products (CCPs) generated, (2) percentage recycled | IF-EU-150a.1 | Not applicable |
| | Description of coal combustion products (CCPs) management policies and procedures for active and inactive operations | IF-EU-150a.3 | Not applicable |

[107] Exelon submitted a partial CDP response in 2024. For this 2024 ESR, we used references to our 2023 CDP Climate Change Response when the relevant information in that response is informative for calendar year 2024.

| Topic | Accounting Metric | Code | Location/Direct Answer |
|---|---|---|---|
| Energy Affordability | Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers | IF-EU-240a.1 | Economic Development, Energy Affordability |
| | (1) Number of residential customer electric disconnections for non-payment, (2) percentage reconnected within 30 days | IF-EU-240a.3 | Reported to jurisdictional public service commissions for each utility, as required. |
| | Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory | IF-EU-240a.4 | Energy Affordability |
| Workforce Health & Safety | (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) | IF-EU-320a.1 | Safety Performance |
| End-Use Efficiency & Demand | Percentage of electric load served by smart grid technology | IF-EU-420a.2 | Customer Energy Savings Programs, Smart Meters<br>99.4% of Exelon's electric customers have electric smart meters and 97.4% of natural gas customers have smart meters. Opportunities enabled by these meters, and other technologies and systems deployed by Exelon, include time-of-use and demand response and energy efficiency programs, as well as integration of customer solar into the distribution system. Challenges to smart meter deployment include a limited number of customers who have declined these meters, as well as hard to access meters. However, these challenges are limited in nature as compared to the percentages of customers with access to smart meter technology and the benefits of other smart grid technology deployed by Exelon. |
| | Customer electricity savings from efficiency measures, by market | IF-EU-420a.3 | Customer Energy Savings Programs<br>Each of Exelon's utility jurisdictions has public service commission authorized electric energy efficiency programs. |
| Nuclear Safety & Emergency Management | Total number of nuclear power units, broken down by results of most recent independent safety review | IF-EU-540a.1 | Not applicable |
| | Description of efforts to manage nuclear safety and emergency preparedness | IF-EU-540a.2 | Not applicable |
| Grid Resilience | Number of incidents of non-compliance with physical or cybersecurity standards or regulations | IF-EU-550a.1 | Enterprise Risk Management, Physical Security, Cybersecurity, and Business Continuity |
| | (1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days | IF-EU-550a.2 | Exelon Performance Data 2022–2024, Operational Excellence, Reliability Performance and Investments<br>Exelon has updated its public reporting to focus on SAIDI and SAIFI statistics and no longer reports CAIDI in its sustainability report. Exelon's practice is to report SAIDI and SAIFI excluding major event days to show the steady-state reliability of the system. |

| Topic | Accounting Metric | Code | Location/Direct Answer |
|---|---|---|---|
| **Gas Utilities & Distributors Standard** | | | |
| Energy Affordability | Average retail gas rate for (1) residential, (2) commercial, (3) industrial customers, and (4) transportation services only | IF-GU-240a.1 | **BGE**<br>• Gas Tariff: Gas Service Rates & Tariffs \| Baltimore Gas and Electric Company<br>**DPL**<br>• Gas Tariff: Delaware (Gas) \| Delmarva Power— An Exelon Company<br>**PECO**<br>• Gas Tariff: Current Gas Rate Information \| PECO—An Exelon Company<br>• Gas Tariff—Transportation: Gas Transportation Rate Resources \| PECO—An Exelon Company |
| | (1) Number of residential customer electric disconnections for non-payment, (2) percentage reconnected within 30 days | IF-EU-240a.3 | Reported to jurisdictional public service commissions for each utility, as required. |
| | Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory | IF-EU-240a.4 | Energy Affordability |
| End-Use Efficiency | Customer gas savings from efficiency measures, by market | IF-GU-420a.2 | Customer Energy Savings Programs |
| Integrity of Gas Delivery Infrastructure | Percentage of distribution pipeline that is (1) cast or wrought iron and (2) unprotected steel | IF-GU-540a.2 | **Cast and/or wrought iron**<br>• BGE: 11.2%<br>• DPL: 0.5%<br>• PECO: 5.6%<br>**Unprotected steel**<br>• BGE: 0.2%<br>• DPL: 0.0%<br>• PECO: 2.6%<br>Reducing Emissions from Natural Gas Systems, Miles of Gas Pipelines as of Year-End 2024, Exelon Gas Utility Main and Service Replacement Program Details |
| | Percentage of gas (1) transmission and (2) distribution pipelines inspected | IF-GU-540a.3 | Leak Detection and Repair |
| | Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions | IF-GU-540a.4 | Managing Climate Transition Risks, Progress on Our Path to Clean<br>Exelon Gas Utility Main and Service Replacement Program Details, Leak Detection Equipment |

| Topic | Accounting Metric | Code | Location/Direct Answer |
|---|---|---|---|
| Activity Metrics | Number of: (1) residential, (2) commercial, and (3) industrial customers served | IF-GU-000.A | Exelon Natural Gas Customer Counts as Reported to EIA 176 Deliveries of natural gas in 2023 (owned and not owned) to end-use consumers (numbers of customers), as reported on the DOE Energy Information Agency (EIA) 176 Survey. See the EIA website for definitions and industry datasets. |
| | Amount of natural gas delivered to: (1) residential customers, (2) commercial customers, (3) industrial customers, and (4) transferred to a third party | IF-GU-000.B | Exelon Natural Gas Customer Counts as Reported to EIA 176 Deliveries of natural gas in 2023 (owned and not owned) to end-use consumers (numbers of customers), as reported on the DOE Energy Information Agency (EIA) 176 Survey. See the EIA website for definitions and industry datasets. |
| | Length of (1) gas transmission and (2) distribution pipelines | IF-GU-000.C | **Transmission (miles)**<br>• BGE: 146<br>• DPL: 8<br>• PECO: 6<br>**Distribution (miles)**<br>• BGE: 7,644<br>• DPL: 2,225<br>• PECO: 7,305<br>Gas system information as reported to the U.S. Department of Transportation (DOT) Pipeline and Hazardous Materials Safety Administration (PHMSA) for calendar year 2024 pursuant to 49 CFR Part 191.<br>Reducing Emissions from Natural Gas Systems, Miles of Gas Pipelines as of Year-End 2024 |

# TCFD Index

In 2023, the International Sustainability Standards Board (ISSB) absorbed the Task Force on Climate-related Financial Disclosures (TCFD), marking the culmination of the Task Force, which formally disbanded in October 2023. Exelon is working toward future alignment with the ISSB's 2023 International Financial Reporting Standards (IFRS) S1 and S2 frameworks. The requirements in IFRS S2 are consistent with the four core recommendations and eleven recommended disclosures published by the TCFD. For 2024, we have indicated overlap between TCFD and IFRS S2 in the below index.[108]

| TCFD Reporting | IFRS S2 | Report Section | Location/Response |
|---|---|---|---|
| **Governance** | | | |
| (a) Describe the board's oversight of climate-related risks and opportunities. | IFRS S2 Climate-related Disclosures, 2023, para. (6) (a) (i–v), (b) (i–ii) | Sustainability Governance | Exelon 2023 CDP Climate Change Response, C1.1 |
| (b) Describe management's role in assessing and managing climate-related risks and opportunities. | | Sustainability Governance | Exelon 2023 CDP Climate Change Response, C1.2, 1.3 |
| **Strategy** | | | |
| (a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | IFRS S2 Climate-related Disclosures, 2023, para. (9) (a–e); (10) (a–d); (13) (a, b); (14) (a) (ii–v), (b, c); (15) (a, b); (16) (a–b), (c) (i, ii), (d); (18) (b); (21) (a–c); (22) (a) (i–iii), (b) (i) (1–7), (ii) (1–5), (iii) | Identifying and Assessing Climate-Related Risks | Exelon 2023 CDP Climate Change Response, C2.1, C2.2, C2.3 |
| (b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. | | Identifying and Assessing Climate-Related Risks, Managing Climate Transition Risks, Climate Change Adaptation | Exelon 2023 CDP Climate Change Response, C2.3, 2.4 |
| (c) Describe the resilience of the organization's strategy, taking into consideration different climate scenarios, including a 2-degree C or lower scenario. | IFRS S2 Climate-related Disclosures, 2023, para. (22) (a) (i–iii), (b) (i) (1–7), (ii) (1–5), (iii) | Climate Change Adaptation | Exelon 2023 CDP Climate Change Response, C3.2 |
| **Risk Management** | | | |
| (a) Describe the organization's processes for identifying and assessing climate-related risks. | IFRS S2 Climate-related Disclosures, 2023, para. (25) (a) (i–vi), (b), (c) | Identifying and Assessing Climate-Related Risks, Managing Climate Transition Risks | Exelon 2023 CDP Climate Change Response, C2.21, C2.2 |
| (b) Describe the organization's processes for managing climate-related risks. | | Identifying and Assessing Climate-Related Risks, Managing Climate Transition Risks | Exelon 2023 CDP Climate Change Response, C2.2 |
| (c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | | Identifying and Assessing Climate-Related Risks, Managing Climate Transition Risks | Exelon 2023 CDP Climate Change Response, C1.1, C2.2 |
| **Metrics and Targets** | | | |
| (a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | IFRS S2 Climate-related Disclosures, 2023, para. (29) (a) (i) (1–3), (ii) (1–3), (iv) (1–2), (v), (vi) (1–2); (b); (c); (d); (e); (f) (i, ii); (g) (i, ii); (32); (33) (b, c, e, f, g, h); (34) (a–d); (35); (36) (a–d) (i–iv) | GHG Emissions Profile | Exelon 2024 CDP Response, 7.53.1, 7.54.3 |
| (b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks. | IFRS S2 Climate-related Disclosures, 2023, para. (29) (a) (i) (1–3), (ii) (1–3), (iv) (1–2), (v), (vi) (1–2); (b); (c); (d); (e); (f) (i, ii); (g) (i, ii); (32); (33) (b, c, e, f, g, h); (34) (a–d); (35); (36) (a–d) (i–iv) | GHG Emissions Profile | Exelon 2023 CDP Climate Change Response, 2.2, 2.3<br>Exelon 2024 CDP Response, 7.7, 7.8 |
| (c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | | GHG Emissions Profile | Exelon 2024 CDP Response, 7.53.1, 7.54.3 |

[108] Exelon submitted a partial CDP response in 2024. For this 2024 ESR, we used references to our 2023 CDP Climate Change Response when the relevant information in that response is informative for calendar year 2024.

# GHG Accounting and Reporting Protocol

## Calculating GHG Emissions

GHG emissions include stationary and mobile combustion of fossil fuels, fugitive GHG emissions (e.g., methane, $SF_6$, $CO_2$, and hydro fluorocarbons), and indirect emissions associated with the purchase of electricity from external sources.

Exelon calculates its GHG emissions inventory in conformance with The World Resources Institute (WRI) GHG Protocol, which allows for the use of the Environmental Protection Agency (EPA) mandatory Reporting Rule (40 CFR Part 98) where applicable. Where not specified by definition, we use publicly available emissions factors including PJM independent system operator annual grid emissions rates, average for our location-based accounting, and residual for market-based accounting, as well as the EPA emissions factor hub for other sources. Exelon uses the global warming potentials (GWPs) from the Fifth Intergovernmental Panel on Climate Change Assessment Report (AR5) to align with the April 2024 regulatory revisions to the EPA GHG regulations (40 CFR Part 98). For our primary inventory reporting, operational-share and equity-share reporting are equivalent. The inventory is third-party assured to these standards each year. Our third-party verifier for the 2024 was Lloyd's Register Quality Assurance, Inc. (LRQA).

As is customary in traditional GHG WRI accounting methodology, Exelon's GHG inventory and GHG emissions reduction goals recognize biogenic $CO_2$ emissions as having carbon neutral benefits for GHG emissions accounting. This is because biogenic fuels capture and remove methane emissions already considered part of the carbon cycle, which would have otherwise impacted the atmosphere as methane. Although this methane is repurposed as an energy fuel—the end-use combustion is reported separately as biogenic emissions and is no longer part of the Scope 1 inventory. This has been done historically to specify GHG mitigation credit for the biofuel as the end-user takes on the cost premium for the biogenic fuel, creating market-demand, and is typically the primary reporter of GHG emissions and actions. As more upstream fuel suppliers engage in GHG emissions accounting, there is potential for double counting of the GHG benefit associated with biofuels. This is why Exelon still reports these emissions, but as a separate category that can be viewed distinctly.

While GHG accounting is standardized via the WRI Protocol, there are multiple utility business models that can affect how the WRI GHG Protocol is applied and into which scope of emissions certain sources fall. We provide additional details on this issue to provide clarity for stakeholders that want to score and rank performance relating to GHG mitigation efforts. Business model and GHG accounting differences between models can make it challenging to compare emissions, emissions reduction performance, and opportunities between companies in the energy industry.

## State Retail Electric Customer Choice Status

Prior to the mid-1990s, the primary utility business model in the U.S. was for electric utilities to be "vertically-integrated" with the utility owning both the transmission and distribution (T&D) system and all power generation resources required to meet the load of the T&D utility. At that time, state public service commissions regulated utilities for both their T&D systems, as well as their power generation resources. Starting in the mid-1990s, a number of states elected to adopt "retail electric customer choice" laws with the primary focus being on reducing electricity costs by allowing customers to buy directly from competitive energy suppliers.

Today, 19 states and D.C., including all areas with Exelon utilities, have implemented some form of customer choice. At the time that retail competition was adopted, vertically-integrated companies were required to divest or separate all power generation resources from their T&D businesses. As a result, power generation became a competitive business with generation technologies and investments determined by market economics rather than by service commission requirements. Retail choice effectively created three major utility business models in the U.S.

### Vertically Integrated Utilities

This is the most common business model, with the state public service commission requiring that the utility own (and/or contract for) power generation resources sufficient to meet all T&D utility customer demand over a long-term planning horizon, and the utility typically having a long-term, public service commission approved, integrated resource plan. In this business model, the utility has direct control over the power generation resources that supply its customers, subject to alignment with each relevant state's public service commission. With respect to GHG emissions accounting, electricity used or lost in the process of delivering that electricity or needed to fulfill customer load is already accounted for as part of electric generation emissions (Scope 1).

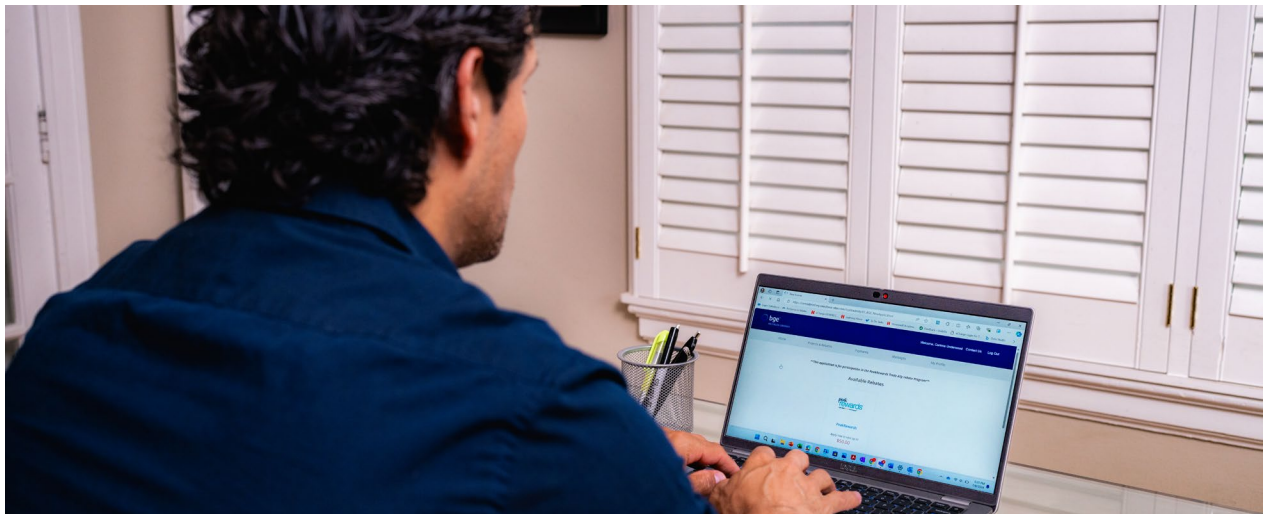
### T&D Only Utilities (Exelon's business model)

Under this model, found in retail choice states, the utility is not allowed to own, or invest in, power generation resources. To promote price competition, competitive energy suppliers sell electricity and natural gas to end-use customers, with the T&D Only utility simply providing the "wires and pipes" of its T&D system to deliver the energy that end use customers have purchased from competitive suppliers. In cases where customers (primarily smaller commercial and residential) have not contracted with a competitive energy supplier, the T&D Only utility is required to competitively procure "default" energy, at least cost, through competitive auctions or other mechanisms. The T&D only utility in this case, unlike the vertically integrated utility, cannot invest in, or agree to pay more for, "cleaner" energy since the focus of state retail choice laws was on creating energy price competition. Other considerations with this model include challenges with predicting mid- and long-term volumes of "default" electricity demand when customers have the ability to shift back and forth between competitive energy suppliers and default utility power based upon price-to-compare considerations. With respect to GHG emissions accounting, electricity used or lost in the process of delivering that electricity is considered that utility's consumption (Scope 2) and electricity procured or acquired to fulfill customer load is considered as Scope 3.

### Independent/Competitive Power Producers

Competitive power producers sell into wholesale power markets such as PJM and/or sell directly to end customers in states with retail choice laws. Competitive power producers are not subject to public service commission regulations and are free to own and invest in any form(s) of power generation, at any volume, including low- and zero-carbon generation. The primary constraint on their investment in power generation is competitive market dynamics and shareholder expectations for financial returns. With respect to GHG emissions accounting, emissions associated with their electric generation is Scope 1 and electricity used or lost in the process of delivering that electricity, which is managed by separate T&D Only utilities, is considered as Scope 3.

Companies in each of the listed business models have different levels of control and potential solution sets with regard GHG emissions reduction opportunities and implementation of long-term strategies and energy system planning, all of which affect the types of GHG performance goals they can set. The adjacent example shows two companies delivering the same amount of electricity having the same GHG emissions rate per megawatt hour (MWh) generated. However, the way that the total 125 million metric tons of emissions, in this hypothetical example, is distributed across Scopes 1, 2, and 3 is very different because of how the companies are structured.



Company A is vertically integrated, thus the emissions from the generation it delivers is Scope 1, and the emissions associated with the electricity lost during distribution has already been captured in Scope 1 emissions. Company B is delivery only, like Exelon, in a deregulated electric market (such as found in retail choice states). Thus, emissions associated with electric generation is Scope 3 (coming from an independent power producer through either a direct purchase or via a competitive retailer's provided supply) and the emissions associated with the electricity lost during distribution is Scope 2 emissions.

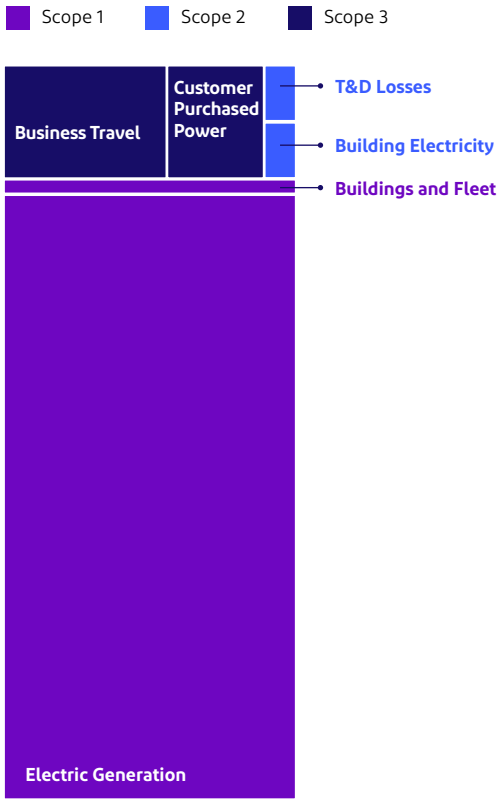
Company A can set a goal on emissions associated with electric generation directly. Company B can advocate for policies that drive clean electricity and can engage with suppliers to set and achieve goals associated with their supply, but Company B must ultimately deliver whatever electricity is supplied to the grid.

Aside from the difference in the scope of emissions where the electric delivered for customers is reported, it is also important to note that Company A can include in its rate base the source of its generation and have a long-term plan to retire, exit, build, or arrange for power purchase agreements, subject to approval by its regulators. Company B is limited to purchasing its power through competitive procurement processes. The difference between the two business models goes beyond just categorization, but also includes a difference in the ability to affect change.

## Emissions Sources

| Sources | Type | | |
|---|---|---|---|
| | Vertically Integrated Utilities | T&D Only Utilities | Independent/ Competitive Power Producers |
| Emissions from owned generation | Scope 1 | N/A | Scope 1 |
| Emissions from owned vehicles, vessels, or aircraft | Scope 1 | Scope 1 | Scope 1 |
| Fugitive emissions from company owned equipment | Scope 1 | Scope 1 | Scope 1 |
| Emissions from purchased/acquired power for resale to customers | Scope 3 | Scope 3 | Scope 3 |
| Emissions from T&D line losses from purchased or wheeled power | Scope 2 | Scope 2 | Scope 3 |
| Waste generation (in operations) | Scope 3 | Scope 3 | Scope 3 |
| Employee commuting; business travel | Scope 3 | Scope 3 | Scope 3 |

## Company A: Vertically-Integrated Utility Profile




## Company B: Delivery-Only Utility Profile

## Managing Emissions Based on How We Can Take Action

As shown in the table on the next page, Exelon has established its Path to Clean Operations-Driven GHG emission goal boundary based upon the Scope 1 and Scope 2 emissions that relate to our operations—this focuses on the emissions sources that are directly in Exelon's control. The goal of this 'operations-driven' boundary is to reduce emissions 50 percent by 2030 and achieve Net Zero by 2050. This boundary captures all 100 percent of our Scope 1 emissions and all the emissions associated with electricity used in our facilities (~1 percent of our Scope 2 emissions). The balance of our Scope 2 emissions relates to electric system distribution losses that we manage as part of our customer-driven emissions, which also include Scope 3 categories associated with the supply sources for the energy delivered and the use of that energy by end users. Customer-driven emissions relate to emissions that vary based on how much energy customers buy, and this can be affected by weather, market and economic conditions outside of Exelon's control. We track operations-driven emissions separately from customer-driven emissions so that we can best manage these emissions over time.

## Exelon Corporate GHG Inventory Breakdown[109][110]

| Current GHG Goal Program by Category (1,000 $mtCO_2e$) | | 2022 | 2023 | 2024 | |
|---|---|---|---|---|---|
| Total Scope 1 & 2 Emissions | Scope 1: Operations-Driven | 483 | 448 | 434 | Path to Clean Operations-Driven GHG Emissions Boundary |
| | Stationary Combustion—Support Operations | 21 | 20 | 22 | |
| | Natural Gas Distribution (Fugitive Methane) | 332 | 319 | 303 | |
| | Electric Distribution (Fugitive $SF_6$) | 42 | 21 | 22 | |
| | Refrigerants (Fugitive HFCs/PFCs) | 0 | 0 | 0 | |
| | Vehicle Fleet Operations | 88 | 87 | 87 | |
| | **Scope 2 (Market-based): Operations-Driven** Building, Electric, District Heating and Cooling | 73 | 65 | 58 | |
| | **Total Operations-Driven GHG Emissions— Path to Clean Operations-Driven 2030 Goal Performance** | **556** | **513** | **492** | |
| | Scope 1 Customer-Driven Emissions | Not Applicable—No Owned Electric Generation | | | Customer-Driven GHG Emissions Boundary |
| | Scope 2 Customer-Driven T&D Line Losses (Market-based) | 5,200 | 4,830 | 4,134 | |
| Scope 3 | Direct Measure Customer-Driven Scope 3 (Categories 3 & 11) | 89,889 | 82,747 | 78,075 | |
| | Other Relevant Scope 3 (Categories 1, 2, 4–8) | 1,718 | 1,767 | 1,647 | |
| Total Enterprise Scope 1 | | 483 | 448 | 434 | |
| Total Enterprise Scope 2 (Market-based) | | 5,273 | 4,895 | 4,192 | |
| Total Enterprise Scope 1 & 2 Emissions | | 5,756 | 5,342 | 4,626 | |
| Total Enterprise Scope 3 | | 91,607 | 84,514 | 79,721 | |
| **Combined Enterprise Footprint Scope 1 + Scope 2 + Scope 3** | | **96,953** | **89,284** | **83,738** | |
| Required Supplemental Biomass (Biogenic $CO_2$ Emissions) | | 9 | 8 | 9 | |

Scope 1 Scope 2 Scope 3 Scopes 1 & 2

[109] Some totals may vary by one thousand metric tons $CO_2e$ due to rounding.

[110] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions.

Efforts to reduce the customer-driven segment of our inventory are covered by our Path to Clean commitment to support our customers and communities in achieving their clean energy goals. Our current actions include our customer programs for energy efficiency (EE), customer tools for demand management, and customer access to clean energy. Our Scope 3 performance is ultimately based on the total demand used, which can be affected by new sources of electric use—such as vehicle electrification—which, while decreasing emissions from gasoline and diesel use, will increase demand for electricity. As such, though our customer programs may result in real GHG benefits, the reductions often apply to the broader electricity sector level or other fuel providers and cannot always be tied directly to immediate reduction of Exelon's GHG inventory. Thus, they are not currently covered by a specific emissions reduction goal, but rather a commitment to partner with our customers and communities toward achieving their goals.

## Scope 2 Accounting

The table below presents our inventory under both location-based Scope 2 accounting and market-based accounting as defined by the WRI GHG Protocol Scope 2 Guidance. Location-based accounting reflects how electricity is delivered over wires and is calculated using the latest independent system operator or regional transmission organization average emissions rate. Market-based accounting is calculated using emission factors relative to how electricity is purchased, substituting zero emissions where renewable or nuclear power sources were specified in procurement contracts and using the PJM published residual emissions rates (which remove clean energy attributes retired by others). Our Path to Clean emissions reduction goal uses market-based accounting incorporating the GHG emissions benefits of clean energy purchases.

Under the market-based Scope 2 accounting view, Exelon recognizes the following market-based elements: Green-e® certified renewable energy credits (RECs) and PJM-issued nuclear generation emissions attributes. All other electric use is currently assigned the PJM published residual emissions rate (the emissions rate of generation after all retired attributes are removed), with the exception of BGE's facility electric use which uses its own Utility Specific Residual Emissions Rate. BGE's factor is different because BGE purchases from their own full service supply, for which they fulfill the Maryland Renewable Portfolio Standard obligations on behalf of the customers. See the Supporting Our Customers' GHG Accounting section below for more detail on these factors. EPA eGRID sub-regional average emissions rates are used for $CH_4$ and $N_2O$, as these emission factors are not currently available from PJM.

### Exelon Side by Side Scope 2 Accounting[111]

| Category | 2022 | | | 2023 | | | 2024 | | |
|---|---|---|---|---|---|---|---|---|---|
| | MWh Used | Location-Based Emissions ($mtCO_2e$)[112] | Market-Based Emissions ($mtCO_2e$)[113] | MWh Used | Location-Based Emissions ($mtCO_2e$) | Market-Based Emissions ($mtCO_2e$) | MWh Used | Location-Based Emissions ($mtCO_2e$) | Market-Based Emissions ($mtCO_2e$) |
| **Operations-Driven Scope 2** | | | | | | | | | |
| Building Electric Use | 278,306 | 107,169 | 72,279 | 253,618 | 93,915 | 64,716 | 240,977 | 80,903 | 57,439 |
| District Heating and Cooling | 472 | 474 | 453 | 442 | 310 | 295 | 508 | 289 | 320 |
| Fleet Electric Use | 137 | 53 | 19 | 328 | 121 | 61 | 674 | 225 | 170 |
| **Customer-Driven Scope 2** | | | | | | | | | |
| Electric System Uses and Losses (Full Service) | 5,131,458 | 1,972,381 | 2,156,955 | 4,644,258 | 1,717,993 | 1,962,503 | 4,042,506 | 1,352,594 | 1,596,761 |
| Electric System Uses and Losses (Retail Delivery Only) | 7,237,519 | 2,782,774 | 3,043,100 | 6,783,084 | 2,510,007 | 2,867,122 | 6,420,802 | 2,149,025 | 2,536,840 |
| System Losses per Delivered Volume (%) | | 6.1% | | | 6.1% | | | 5.4% | |
| Total Aggregated Corporate Electric Use | 12,647,893 | 4,862,850 | 5,272,806 | 11,681,730 | 4,322,346 | 4,894,697 | 10,705,467 | 3,583,037 | 4,191,530 |
| **Customer-Driven Scope 3** | | | | | | | | | |
| Full Service Electric Supply Delivered to Customers | 81,758,612 | 31,418,822 | 28,598,393 | 77,359,334 | 28,608,355 | 26,790,017 | 74,252,816 | 24,832,278 | 17,229,186 |
| Retail Electric Supply Delivered to Customers | 114,029,603 | 43,832,794 | 38,432,409 | 111,145,144 | 41,115,268 | 37,123,361 | 119,373,432 | 39,930,654 | 36,474,794 |
| Total Customer Electric Use | 195,788,215 | 75,251,616 | 67,030,802 | 188,504,478 | 69,723,623 | 63,913,378 | 193,626,248 | 64,762,932 | 53,703,980 |

[111] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions.

[112] Assumes PJM Grid Average for that year (all generation resources on the grid).

[113] Assumes PJM Residual Average for that year unless Clean Electric is specifically procured.

## Reducing Emissions from Natural Gas Systems

PECO, BGE, and DPL provide natural gas distribution service to customers through 17,163 miles of gas mains. As Exelon recognizes the importance of gas delivery through a reliable and resilient integrated energy system, we work to modernize these systems to increase safety, reduce methane leakage, and ready them to carry increasing amounts of lower-carbon fuels like renewable natural gas and hydrogen.

- Exelon's capital plans call for about $3.8 billion of capital investment in our utilities' natural gas systems over the next four years. Main and service by company details.
- DPL has replaced most of its cast iron and unprotected steel mains with a targeted completion date of 2027. PECO maintains a targeted completion date for its remaining outmoded infrastructure by 2035. BGE maintains a long-term pipe replacement program aimed at eliminating all unprotected steel pipes and services by 2040 and its cast iron mains by 2046. Replacement program details.
- From a safety perspective, Exelon uses optical methane detectors, remote methane leak detectors, and combustible gas indicators to conduct leak surveys. In 2023, BGE launched a pilot for satellite methane detection for faster identification of leaks and priority repair based on an emissions scale. All the Exelon gas companies conduct leak surveys and prioritize repair based on risk and in conformance with, or more quickly than, industry standards and regulatory requirements. Leak detection and repair details.
- Since 2015, our pipe replacement programs have reduced methane emission by over 158 thousand metric tons $CO_2e$ based on a 100-year global warming potential, and our emissions per thousand standard cubic feet throughout has declined 37 percent.[114] When considering a twenty-year global warming potential for methane, GHG benefits are over 474 thousand metric tons $CO_2e$ due to the high impact of methane in the atmosphere immediately after release. GHG emission and intensity details.

[114] The 2015 baseline metric for emissions per million standard cubic feet throughput has been updated versus prior year reports (to 0.37 from 0.44) due to the inclusion of deliveries for electric power at one of Exelon's three gas utilities, which had previously been excluded.


## 2024 Exelon Natural Gas Main Mileage[115][116][117]

| Miles of Main (2024) | BGE | DPL | PECO |
|---|---|---|---|
| Protected Coated | 2,774 | 475 | 2,797 |
| Protected Bare | 0 | 5 | 11 |
| Unprotected Coated | 0 | 22 | 148 |
| Unprotected Bare | 12 | 0 | 183 |
| Plastic | 4,005 | 1,662 | 3,750 |
| Cast/Wrought Iron | 857 | 18 | 407 |
| Ductile Iron | 0 | 1 | 34 |
| Reconditioned Cast Iron | 3 | 0 | 1 |
| Total | 7,651 | 2,183 | 7,329 |

## 2024 Exelon Natural Gas Number of Services[115][116]

| Miles of Main (2024) | BGE | DPL | PECO |
|---|---|---|---|
| Protected Coated | 33,543 | 11,267 | 8,848 |
| Unprotected Coated | 0 | 6,851 | 5,058 |
| Unprotected Bare | 43,552 | 298 | 12 |
| Plastic | 468,215 | 111,915 | 452,154 |
| Copper | 12,948 | 2,427 | 1,254 |
| Cast Iron | 19 | 0 | 0 |
| Other | 0 | 1,288 | 15,496 |
| Total | 558,277 | 134,046 | 482,822 |

[115] Rounded to the nearest mile.

[116] Additional data available at Main and service by company details.

[117] Gas Distribution system pipe and service information as reported to the DOT Pipeline and PHMSA for calendar year 2022 pursuant to 49 CFR Part 191.

## Scope 3 Accounting

Exelon currently tracks and reports Scope 3 emissions for those categories that are most relevant for our business, such as business travel, capital goods, purchased goods and services, upstream freight, electricity purchased or acquired to fulfill customer load (customer use of electricity), use of natural gas delivered by utilities (customer use of natural gas), and production of natural gas used by customers. Beginning in 2023, we expanded our Scope 3 reporting to include employee commuting based on employee counts and locations combined with national commuting averages. Scope 3 categories that do not apply to our business (for which we would have zero emissions) include downstream transportation and distribution, processing of sold products, end-of life treatment of sold products, downstream leased assets, and franchises. Please see the GHG Protocol for additional information on Scope 3 accounting.

## Carbon Offsets and Net-Zero Accounting

With the establishment of Exelon's Path to Clean goal, we are in the process of developing a GHG offset strategy that aligns with emerging standards. With our primary focus on our 2030 50 percent reduction goal, we prioritize reducing emissions where we can, and on supporting new technologies that can reduce emissions even further. We are beginning to explore GHG offsets and recognize that we may need to use them to meet our 2050 net-zero goal for emissions that cannot be otherwise reduced (currently estimated at 20 percent for our operations-driven inventory). We also recognize that the science and guidance around the use of GHG offsets is still emerging (with a current focus placed on carbon removal and/or sequestration offsets). Therefore, we will continue to engage with stakeholders in that conversation as it develops and incorporate it as a piece of our longer-term strategy once there is more certainty around methodology and expectations for accounting.

Currently, one of our utilities uses Climate Reserve Tonnes offsets to offset on-site steam use for a LEED certification and another is exploring the creation of offsets for Prairie Grass restoration projects taking place on its Rights-of-Way. None of these offsets are incorporated currently in our 2030 50 percent reduction goal accounting. Additional disclosure will be provided as we develop a more comprehensive internal standard for offsets that will be counted long-term toward our target of net zero by 2050.

### Exelon Scope 3 Emissions by Category[118][119]

in thousands, metric tons $CO_2e$

| Category | Category Name | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| 1 | Purchased Goods and Services | 684 | 691 | 586 |
| 2 | Capital Goods | 933 | 975 | 926 |
| 3 | Fuel/Energy Related Activities | 75,252 | 71,855 | 67,015 |
| 3a | Full Service Electric Supply (Location-based) | 31,419 | 28,608 | 24,832 |
| 3b | Delivery-Only Electric Supply (Location-based) | 43,833 | 41,115 | 39,931 |
| 3c | Upstream Gas Supply | 2,477 | 2,203 | 2,252 |
| 4 | Upstream Transportation and Distribution | 23 | 25 | 23 |
| 5 | Operational Waste | 45 | 34 | 75 |
| 6 | Business Travel[120] | 4 | 11 | 6 |
| 7 | Employee Commute | Not Yet Measured | 29 | 29 |
| 8 | Upstream Leased Assets | 2 | 2 | 2 |
| 9 | Downstream Transportation and Distribution | Not Applicable | Not Applicable | Not Applicable |
| 10 | Processing of Sold Products | Not Applicable | Not Applicable | Not Applicable |
| 11 | Downstream Use of Sold Products | 12,161 | 10,820 | 11,059 |
| 12 | Downstream Leased Assets | Not Applicable | Not Applicable | Not Applicable |
| 13 | Franchises | Not Applicable | Not Applicable | Not Applicable |
| 14 | Investments | Not Applicable | Not Applicable | Not Applicable |
| 15 | End-of-Life Treatment of Sold Products | Not Applicable | Not Applicable | Not Applicable |

[118] Some totals may vary due to rounding.

[119] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions.

[120] Scope 3 Business Travel emissions only—owned corporate aircraft is included under Scope 1 mobile emissions.

## Customer Abatement

Customer abatement refers to customer programs that result in avoided GHG emissions associated with customers' use of electricity. These include the BGE Smart Energy Savers Program®, ComEd and PECO Smart Ideas programs, and the PHI Home Energy Savings programs. All of these programs help our customers reduce their electricity use through EE measures in conformance with state-mandated requirements. Our utilities are also procuring and retiring RECs for retail customer supply in compliance with state-mandated renewable supply requirements, which similarly have GHG benefits that may reduce our overall Scope 3 emissions accounting. This year, we have begun to show the scale of the emissions avoided in association with these programs in context with our Path to Clean plan.

### Avoided Emissions Through Customer Energy Efficiency and Demand Management

The customer EE estimates for GHG abatement are based on the MWh reported to the Energy Smart Savers in Maryland for BGE, to the Illinois Commerce Commission by ComEd, to the Pennsylvania Public Utility Commission by PECO, and to the regulatory commissions associated with the PHI utilities. When estimating emissions avoided by these efforts, Exelon uses the PJM system mix average (lb/MWh) for the program year being reported. These account for the emissions that may have been generated but for rebates and incentives of these programs. As customers may simultaneously add new electric uses, we do not always see these EE efforts as direct reductions to our Scope 3 emissions.

### Avoided Emissions Through Enabling Distributed Renewable Energy Resources

Exelon presents estimates for avoided emissions associated with distributed renewable electric generation sources that our distribution systems help enable by permitting and supporting with distribution grid services. Avoided emissions are calculated based on the estimated generation based on photovoltaic system size at a 20 percent capacity factor, using the PJM system mix average (lb/MWh) for the program year being reported. Avoided emissions are order of magnitude estimates of the amount emissions that would have been created if that amount of generation had not been produced and thus replaced by the remaining grid supply. This projection is one possible outcome, as actual replacement of generation would ultimately be driven by market function, fuel prices, and viable and available technologies at a given time.

## Supporting Our Customers' GHG Accounting

Through our participation with the Edison Electric Institute (EEI), Exelon utilities have begun to publish utility-specific residual emissions rates for the electricity that they sell and deliver. These are created from the PJM residual emissions rate, adjusting for the benefit of the renewable energy credits that utilities retire on behalf of their full-service customers to meet state-specific Renewable Portfolio Standard (RPS) obligations. These factors allow their customers to complete market-based GHG accounting by reflecting the RPS benefits they pay for in their rates. These efforts engage consumers in the efforts to drive decarbonization of the grid. Exelon similarly uses these factors in our Scope 2 market-based accounting where the electricity consumed for our own facility use is included in the RPS-eligible load.

## Avoided Emissions and Offsets[121][122][123]

in metric tons $CO_2e$

| Category | 2022 | 2023 | 2024 |
|---|---|---|---|
| **Clean Attributes and Offsets** | | | |
| Clean Electricity Attributes purchased for Corporate Buildings | -32 | -29 | -24 |
| Verified Offsets Retired | -1 | 0 | 0 |
| **Customer Abatement and Avoided Emissions** | | | |
| Mandated Utility Customer Energy Efficiency Programs | -9,517 | -10,069 | -8,718 |
| Utility Renewable Portfolio Standards Obligations | -5,350 | -4,087 | -4,528 |
| Enabled Distributed Generation | -1,986 | -2,263 | -2,981 |

[121] All years reflect emissions associated with the PJM average emissions rate.

[122] Negative numbers indicate metric tons $CO_2e$ emissions avoided.

[123] In alignment with USEPA Mandatory Greenhouse Gas Reporting Rule updates finalized in April 2024, Global Warming Potentials for GHG pollutants have been updated to IPCC AR5 values for 2022–2024 GHG emissions.

## 2024 EEI Supplier Residual Rates

| | ACE | BGE | ComEd | DPL-MD | DPL-DE | PECO | PEPCO-D.C. | PEPCO-MD | PJM Average[124] | PJM Residual |
|---|---|---|---|---|---|---|---|---|---|---|
| Default Load Delivered (MWh) | 5,734,493 | 13,298,523 | 24,668,566 | 7,554,660 | 2,395,148 | 13,472,255 | 3,173,195 | 6,037,507 | | |
| % Line Loss[125] | 5.2% | 5.7% | 6.5% | 6.2% | 6.2% | 2.3% | 2.8% | 2.8% | | |
| State Clean Energy Standard | 34.0% renewables | 36.2% renewables | 22.0% renewables; 17% nuclear | 36.2% renewables | 24.0% renewables | 8.0% alternative resources | 45.0% renewables | 36.2% renewables | | |
| Utility Residual Rate (lbs/MWh) | 705 | 828 | 109 | 835 | 815 | 919 | 541 | 832 | 744 | 905 |
| **Technology Supply Breakdown (with RECs as purchased for RPS for Default Load)** | | | | | | | | | | |
| Coal | 12% | 15% | 2% | 16% | 15% | 19% | 9% | 15% | 15% | 17% |
| Oil | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Natural Gas | 42% | 51% | 7% | 53% | 50% | 47% | 32% | 53% | 44% | 57% |
| Other Fossil | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Nuclear | 17% | 21% | 3% | 21% | 20% | 19% | 13% | 21% | 33% | 23% |
| Hydro | 0% | 2% | 0% | 0% | 3% | 4% | 0% | 2% | 1% | 0% |
| Biomass | 1% | 2% | 0% | 0% | 2% | 2% | 9% | 0% | 1% | 0% |
| Wind | 19% | 1% | 3% | 5% | 2% | 1% | 19% | 1% | 4% | 0% |
| Solar | 5% | 5% | 3% | 3% | 6% | 3% | 17% | 5% | 2% | 0% |
| Geothermal | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Other | 4% | 2% | 0% | 2% | 2% | 4% | 1% | 2% | 1% | 2% |

# Safety Performance[126]

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Exelon EEI Serious Injury Incidence Rate[127] | 0.06 | 0.09 | 0.02 |
| Occupational Safety and Health Administration (OSHA) Recordable Rate[128] | 0.90 | 1.16 | 1.09 |
| OSHA DART Rate[129] | 0.7 | 0.87 | 0.87 |
| OSHA Lost Time Rate[130] | 19.19 | 26.58 | 26.76 |
| OSHA Lost Time Incident Rate | 0.55 | 0.59 | 0.54 |
| Exelon's Contractor OSHA Recordable Rate | 0.49 | 0.49 | 0.5 |

[124] The PJM average emissions rate represents the emissions associated with all the power that flows on the PJM grid. The PJM residual emissions rate results with the removal of clean energy attributes that have been retired for regulatory and voluntary purposes. In 2024, the PJM residual rate was 905.06 lbs. $CO_2$/MWh. For more information, see the PJM GATS website.

[125] Represents accounting losses based upon utility FERC Form filings.

[126] Safety performance data for 2022 is based upon Exelon's post-separation workforce. Updated as of 1/31/2025.

[127] The EEI Serious Injury Incident Rate is a benchmarkable metric of significant and fatal injuries shared by EEI member companies and includes injuries related to both high- and low-energy events.

[128] The number of work-related injuries or illnesses requiring more than first-aid treatment per 200 thousand work hours.

[129] The number of work-related injuries or illnesses that result in days away from work, restricted work or job transfer, per 200 thousand work hours.

[130] The number of days away from as a result of work-related injuries or illnesses, per 200 thousand work hours.

# Detailed Content Index

exelon[SM]

## Comments

We welcome your comments and questions regarding this report.
Please e-mail us at sustainabilityreporting@exeloncorp.com or write to:

**Kevin Costello**
Senior Manager, Sustainability Strategy
Exelon Corporation

exeloncorp.com