

# 2024 Constellation Sustainability Report Reporting Frameworks Content Index

**GRI Content Index** The index below outlines how our existing publications reference disclosures from the 2021 Global Reporting Index (GRI) Standards. Referenced page numbers direct readers to the page number as printed on the referred document.

<b>Statement of Use</b>	Constellation has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021



**KEY LINKS**

[Constellation Code of Business Conduct](#)

[Constellation Supplier Code of Conduct](#)

[Constellation 2023 Form 10-K](#)

[Constellation 2024 Proxy Statement](#)



**Constellation 2024 Sustainability Report**

The Constellation 2024 Sustainability Report details our strategies, goals and initiatives to address key sustainability issues across our entire operations and value chain. Unless otherwise noted, this report reflects our performance and progress for the period of January 1, 2023, to December 31, 2023.



**ESG Data Index & Factsheet**

Our Sustainability Data Index & Factsheet discloses our performance and relevant policies for key sustainability topics.



**External GHG Emissions Inventory Assurance Statement**

Our External GHG Emissions Inventory Assurance Statement Provides verification of our Scope 1, 2 and 3 GHG emissions.



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-1	Organizational details	<a href="#">Constellation Energy Corporation</a> Constellation 2023 Form 10-K: Item 1. Business (p. 6-21) Constellation 2023 Form 10-K: Item 5. Market for Registrant’s Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities (p. 46-48) Constellation Corporate Headquarters 1310 Point Street, Baltimore, Maryland 21231
	2-2	Entities included in the organization’s sustainability reporting	Constellation 2024 Sustainability Report: About This Report (p. 79)
	2-3	Reporting period, frequency and contact point	Our sustainability and financial reporting periods are both January 1, 2023 - December 31, 2023. Our 2024 Sustainability Report was published on in June, 2024. For any questions regarding our 2024 Sustainability Report, please message <a href="mailto:sustainability@constellation.com">sustainability@constellation.com</a> .
	2-4	Restatements of information	Historically, we have taken an annual energy matching approach to reducing our market-based Scope 2 emissions by retiring emission-free energy certificates (EFECs) from nuclear generation to cover 100 percent of our annual grid-supplied electric use in the PJM market territory, as was the practice prior to our separation from Exelon in 2022. As part of our climate roadmap work in 2023, we reassessed our approach to using contractual instruments like EFECs to reduce our market-based Scope 2 inventory. We determined we needed a change to align our clean energy procurement strategy with what we believe is required for firm, reliable grid decarbonization: hourly carbon-free energy matching of load with supply within geographically deliverable boundaries. As part of this pivot, we retroactively updated our historic market-based Scope 2 inventories and are using this year to reset, without any procurement of contractual instruments against our 2023 inventory, while we turn our ambitions toward making progress on hourly matching against our own electricity use in our 2024 market-based Scope 2 inventory and beyond.  In prior reporting, we stated our Scope 2 (market-based) emissions were 56,000 and 45,000 metric tons in 2021 and 2022, respectively. Under our new approach, our Scope 2 (market-based) emissions were 373,000 and 369,000 metric tons in 2021 and 2022, respectively.
	2-5	External assurance	Constellation 2024 Sustainability Report: About This Report (p. 79) External GHG Emissions Inventory Assurance Statement

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	Constellation 2023 Form 10-K: Item 1. Business (p. 6-21) Constellation 2023 Form 10-K: Item 7a. Quantitative and Qualitative Disclosures About Market Risk (p. 76-80) Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a Responsible and Diverse Supply Chain (p. 66)
	2-7	Employees	Constellation 2024 Sustainability Data Index & Factsheet (p. 12) Constellation 2023 Form 10-K: Item 1. Business > Employees (p. 19-22)
	2-9	Governance structure and composition	Constellation 2024 Proxy Statement: Corporate Governance (p. 35-43) <a href="#">Corporate Governance Principles</a> <a href="#">Corporate Governance Committee Charter</a> Constellation 2024 Sustainability Report: Upholding Strong Governance Principles > Prioritizing Responsible Leadership and Governance > Board Governance (p. 41) Constellation 2024 Sustainability Data Index & Factsheet (p. 23-27) <a href="#">Board &amp; Committees webpage</a> Constellation 2023 Form 10-K: Item 10. Directors, Executive Officers and Corporate Governance (p. 174-175)
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	Constellation 2024 Proxy Statement: Corporate Governance > Director Qualification and Nomination Criteria (p. 35) <a href="#">Corporate Governance Committee Charter</a> <a href="#">Corporate Governance Principles</a>
	2-11	Chair of the highest governance body	The Chair of the Board of Directors is not an executive officer in the organization.
	2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Corporate Governance Committee Charter</a> Constellation 2024 Proxy Statement: About Us > Board Oversight of ESG (p. 17) Constellation 2024 Sustainability Report: Upholding Strong Governance Principles > Prioritizing Responsible Leadership and Governance > Sustainability Governance and Stakeholder Engagement (p. 42) Constellation 2024 Sustainability Report: Introducing Constellation > Our Sustainable Business Strategy (p. 10)
	2-13	Delegation of responsibility for managing impacts	Constellation 2024 Sustainability Report: Upholding Strong Governance Principles > Prioritizing Responsible Leadership and Governance > Sustainability Governance and Stakeholder Engagement (p. 41) Constellation 2024 Sustainability Report: Fostering Environmental Stewardship > Managing Environmental Programs (p. 69) <a href="#">Corporate Governance Committee Charter</a>

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	The Constellation Board of Directors has reviewed our 2024 Sustainability Report. Corporate Governance Committee Charter Constellation 2024 Proxy Statement: About Us > Board Oversight of ESG (p. 17)
	2-15	Conflicts of interest	<a href="#">Corporate Governance Principles</a> > C. Board Independence > Conflicts of Interest (p. 4)
	2-16	Communication of critical concerns	<a href="#">Corporate Governance Principles</a> > I. Communicating with Directors (p. 11) Constellation 2024 Proxy Statement: Corporate Governance > Corporate Governance Principles > Communicating with the Board (p. 43)
	2-17	Collective knowledge of the highest governance body	Constellation 2024 Sustainability Report: Upholding Strong Governance Principles > Prioritizing Responsible Leadership and Governance > Board Governance (p. 41) <a href="#">Corporate Governance Principles</a> > H. Director Orientation and Training (p. 11) Constellation 2024 Proxy Statement: Corporate Governance > Ethics and Compliance > New Director Orientation & Continuing Director Education and Site Visits (p. 48) Constellation 2024 Proxy Statement: Corporate Governance > Board Skills (p. 36-37)
	2-18	Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Principles</a> > III. Director Selection and Evaluation and Other Expectations (p. 7-9) <a href="#">Corporate Governance Committee Charter</a> Constellation 2024 Proxy Statement: Corporate Governance > Board and Committee Self-Evaluations (p. 46-47)
	2-19	Remuneration policies	Constellation 2024 Proxy Statement: Director Compensation (p. 49-51) Constellation 2024 Proxy Statement: Compensation Discussion and Analysis (p. 55-70) <a href="#">Constellation Bylaws</a>
	2-20	Process to determine remuneration	Constellation 2024 Proxy Statement: Compensation Discussion and Analysis (p. 55-70) <a href="#">Compensation Committee Charter</a>
	2-21	Annual total compensation ratio	Constellation 2024 Proxy Statement: CEO Pay Ratio (p. 88)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Constellation 2024 Sustainability Report: A Message from Our CEO (p. 4) Constellation 2024 Proxy Statement: Letter From the Board of Directors to Shareholders (p. 1-2)
	2-23	Policy commitments	Constellation 2024 Sustainability Report: Upholding Strong Governance Principles > Maintaining Ethical Business Conduct (p. 44) Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a Responsible and Diverse Supply Chain (p. 66) Constellation 2024 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 48) Constellation Code of Business Conduct Constellation Supplier Code of Conduct <a href="#">Policy Against Discrimination, Harassment, and Retaliation</a> <a href="#">Ethics and Governance webpage</a> <a href="#">Equal Employment Policy</a> <a href="#">Policy Against Sexual Harassment</a> <a href="#">Sustainability Policies webpage</a>
	2-24	Embedding policy commitments	Constellation 2024 Sustainability Report: Upholding Strong Governance Principles > Maintaining Ethical Business Conduct (p. 44) Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a Responsible and Diverse Supply Chain (p. 66) Constellation 2024 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 48) Constellation Code of Business Conduct Constellation Supplier Code of Conduct <a href="#">Ethics and Governance webpage</a>

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
	2-25	<b>Processes to remediate negative impacts</b>	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship (p. 69)</p> <p>Constellation 2024 Sustainability Report: Upholding Strong Governance Principles &gt; Maintaining Ethical Business Conduct (p. 44)</p> <p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Engaging Our Communities (p. 48)</p> <p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Building a Responsible and Diverse Supply Chain (p. 66)</p> <p>Constellation 2024 Proxy Statement: Corporate Governance &gt; Ethics and Compliance (p. 48)</p> <p><a href="#">Environmental Policy</a></p> <p>Constellation Code of Business Conduct</p> <p>Constellation Supplier Code of Conduct</p>
	2-26	<b>Mechanisms for seeking advice and raising concerns</b>	<p>Constellation 2024 Sustainability Report: Upholding Strong Governance Principles &gt; Maintaining Ethical Business Conduct (p. 44)</p> <p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Building a Responsible and Diverse Supply Chain (p. 66)</p> <p>Constellation 2024 Proxy Statement: Corporate Governance &gt; Ethics and Compliance (p. 48)</p> <p>Constellation Code of Business Conduct</p> <p>Constellation Supplier Code of Conduct</p> <p><a href="#">Ethics Help Line</a></p>
	2-27	<b>Compliance with laws and regulations</b>	<p>Constellation 2023 Form 10-K: Item 8. Financial Statements and Supplementary Data &gt; Note 3 — Regulatory Matters (p. 106-108)</p> <p>Constellation 2023 Form 10-K: Item 8. Financial Statements and Supplementary Data &gt; Note 19 — Commitments and Contingencies (p. 157-162)</p> <p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship (p. 69)</p> <p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 9)</p>

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
	2-28	<b>Membership associations</b>	<p>Our relationships with external organizations and initiatives are essential for advancing the adoption of clean energy technology and expanding the development of innovative research. Constellation is a member of the United Nations Global Compact (UNGC) on 24/7 Carbon-free Energy. We participate in the CEO Climate Dialogue, which comprises corporations and NGOs that support a meaningful market-based approach to GHG emission reductions across the economy. Constellation also collaborates with leading clean energy research institutions across the U.S., including MIT Energy Initiative, Argonne National Laboratory, the Electrical Power Research Institute (EPRI) and GTI Energy Low Carbon Resource Initiative (LCRI), in addition to funding agencies, including the DOE. Furthermore, Constellation is an organizational member of the Climate Leadership Council, alongside other organizations playing a pivotal role in identifying climate solutions and decarbonizing the economy.</p> <p>We maintain memberships with and actively participate in trade associations and other organizations to further our sustainability efforts. Our current association memberships include the Nuclear Energy Institute, The Clean Energy Group, Center for Climate and Energy Solutions (C2ES), Energy Strategy Coalition and the Clean Energy Buyers Association. As strong supporters of actions that address the climate crisis, membership in these organizations allows us to advocate and influence industry positions on clean energy and climate policies, as well as share safety best practices. We also actively participate in an advisory capacity for other clean energy-focused organizations such as Energy Tag, Center for Resource Solutions, Clean Air Task Force and The Regulatory Assistance Project, among others.</p> <p>Involvement in industry-specific organizations like The Clean Energy Buyers Association (CEBA), The Electric Power Research Institute (EPRI), The Nuclear Energy Institute (NEI), The Retail Energy Supply Association (RESA), The Energy Professionals Association (TEPA), and many others also provide unique opportunities to gain a more strategic perspective while building technical expertise.</p> <p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Engaging Our Communities (p. 48)</p> <p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Building a World- Class Workforce (p. 52)</p> <p>Constellation 2024 Sustainability Report: Powering America’s Clean, Carbon-Free Energy Future &gt; Accelerating the Clean Energy Future &gt; Investing in a Clean Energy Future &gt; Technology Enablement and Advancement (p. 26)</p>
<b>GRI 2: General Disclosures 2021</b>	2-29	<b>Approach to stakeholder engagement</b>	<p>Constellation 2024 Sustainability Report: Upholding Strong Governance Principles &gt; Prioritizing Responsible Leadership and Governance &gt; Sustainability Governance and Stakeholder Engagement (p. 42)</p> <p>Constellation 2024 Sustainability Report: Powering America’s Clean, Carbon-Free Energy Future &gt; Accelerating the Clean Energy Future &gt; Sustainability Engagement and Policy Advocacy (p. 32-33)</p> <p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Engaging Our Communities (p. 48)</p>
	2-30	<b>Collective bargaining agreements</b>	<p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Building a World-Class Workforce &gt; Our Efforts to Recruit, Develop and Support a Thriving Workforce &gt; Employee Engagement and Labor Relations (p. 59)</p> <p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 18)</p>



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GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Constellation 2024 Sustainability Data Index & Factsheet (p. 2)
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2024 Sustainability Report: Powering America’s Clean, Carbon-Free Energy Future (p. 15-39) <a href="#">Values and Sustainability Principles webpage</a> <a href="#">Climate Commitment webpage</a> <a href="#">Environmental Stewardship &amp; Impact webpage</a> <a href="#">Climate Change Policy</a> <a href="#">Environmental Policy</a> <a href="#">2023 CDP Climate Change Response</a>
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Constellation 2024 Sustainability Data Index & Factsheet (p. 5)
	302-3	Energy intensity	Constellation 2024 Sustainability Data Index & Factsheet (p. 5)
	302-4	Reduction of energy consumption	
	302-5	Reductions in energy requirements of products and services	Constellation 2024 Sustainability Data Index & Factsheet (p. 5) Our integrated commercial platform is designed to empower existing and future customers in how they buy, manage and use energy. We provide customized tools and solutions which enable our customers to meet their sustainability and carbon reduction targets, measure their carbon footprint, increase access to clean, carbon-free power, improve energy efficiency and reduce emissions. For example, we expect to deliver more than 75 TWhs of clean energy over the term of all our existing Constellation Offsite Renewables (CORe) agreements, which includes almost 2,600 MW of new renewable energy capacity being added to the grid since 2019.



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GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Constellation 2024 Sustainability Report: Powering America's Clean, Carbon-Free Energy Future > Managing Our Climate Impacts (p. 34) Constellation 2024 Sustainability Data Index & Factsheet (p. 6) External GHG Emissions Inventory Assurance Statement
	305-2	Energy indirect (Scope 2) GHG emissions	Constellation 2024 Sustainability Report: Powering America's Clean, Carbon-Free Energy Future > Managing Our Climate Impacts (p. 34) Constellation 2024 Sustainability Data Index & Factsheet (p. 7) External GHG Emissions Inventory Assurance Statement
	305-3	Other indirect (Scope 3) GHG emissions	Constellation 2024 Sustainability Report: Powering America's Clean, Carbon-Free Energy Future > Managing Our Climate Impacts (p. 34) Constellation 2024 Sustainability Data Index & Factsheet (p. 8) External GHG Emissions Inventory Assurance Statement
	305-4	GHG emission intensity	Constellation 2024 Sustainability Data Index & Factsheet (p. 7)
	305-5	Reduction of GHG Emissions	Constellation 2024 Sustainability Data Index & Factsheet (p. 8)
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2024 Sustainability Report: Fostering Environmental Stewardship > Managing Environmental Programs > Non-GHG Air Emissions (p. 71) <a href="#">Environmental Policy</a> <a href="#">Environmental Stewardship &amp; Impact webpage</a>
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	Constellation 2024 Sustainability Data Index & Factsheet (p. 9)
	305-7	Nitrogen oxides (NOx), Sulfur oxides (Sox) and other significant air emissions	Constellation 2024 Sustainability Report: Fostering Environmental Stewardship > Managing Environmental Programs > Non-GHG Air Emissions (p. 71) Constellation 2024 Sustainability Data Index & Factsheet (p. 9)

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GRI 3: Material Topics 2021	3-3	Management of material topic	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Responsible Water Use (p. 72)</p> <p><a href="#">Water Resource Management Policy</a></p> <p><a href="#">Environmental Stewardship &amp; Impact webpage</a></p> <p><a href="#">2023 CDP Water Security Response</a></p>
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Responsible Water Use (p. 72)</p> <p><a href="#">Water Resource Management Policy</a></p> <p><a href="#">Environmental Stewardship &amp; Impact webpage</a></p> <p><a href="#">2023 CDP Water Security Response</a></p>
	303-2	Management of water discharge-related impacts	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Responsible Water Use (p. 72)</p> <p><a href="#">Water Resource Management Policy</a></p> <p><a href="#">Environmental Stewardship &amp; Impact webpage</a></p> <p><a href="#">2023 CDP Water Security Response</a></p>
	303-3	Water withdrawal	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Responsible Water Use (p. 72)</p> <p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 10)</p>
	303-4	Water discharge	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Responsible Water Use (p. 72)</p> <p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 10)</p>
	303-5	Water consumption	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Responsible Water Use (p. 72)</p> <p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 10)</p>

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GRI 3: Material Topics 2021	3-3	Management of material topic	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Protection of Local Biodiversity (p. 74)</p> <p><a href="#">2023 CDP Climate Change Response</a> &gt; C15. Biodiversity (p. 164-170)</p> <p><a href="#">Biodiversity Policy</a></p> <p><a href="#">Environmental Stewardship &amp; Impact webpage</a></p>
GRI 101: Biodiversity 2024	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Detailed information on Constellation’s operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas is not currently available. For information on how we actively manage local biodiversity impacts of our operations, please see the Protection of Local Biodiversity section on page 74 of our 2024 Sustainability Report.
	304-2	Significant impacts of activities, products and services on biodiversity	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Protection of Local Biodiversity (p. 74)</p> <p><a href="#">Biodiversity Policy</a></p> <p><a href="#">Environmental Stewardship &amp; Impact webpage</a></p>
	304-3	Habitats protected or restored	<p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 10)</p> <p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Protecting Ecosystems and Natural Resources &gt; Protection of Local Biodiversity (p. 74)</p> <p><a href="#">Wildlife Habitat Council (WHC) Index</a></p>
GRI 3: Material Topics 2021	3-3	Management of material topic	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Managing Our Waste Responsibly (p. 76)</p> <p><a href="#">Nuclear Safety webpage</a></p> <p><a href="#">Environmental Stewardship &amp; Impact webpage</a></p>

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Constellation 2024 Sustainability Report: Fostering Environmental Stewardship > Managing Our Waste Responsibly (p. 76) <a href="#">Nuclear Safety webpage</a> <a href="#">Environmental Stewardship &amp; Impact webpage</a>
	306-2	Management of significant waste-related impacts	Constellation 2024 Sustainability Report: Fostering Environmental Stewardship > Managing Our Waste Responsibly (p. 76) <a href="#">Nuclear Safety webpage</a> <a href="#">Environmental Stewardship &amp; Impact webpage</a>
	306-3	Waste generated	Constellation 2024 Sustainability Data Index & Factsheet (p. 10)
	306-4	Waste diverted from disposal	Constellation 2024 Sustainability Data Index & Factsheet (p. 10)
	306-5	Waste directed to disposal	Constellation 2024 Sustainability Data Index & Factsheet (p. 10)
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Engaging Our Communities (p. 48) <a href="#">Community website</a>
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Detailed information on Constellation's percentage of operations with local community engagement, impact assessments, and development programs is not currently available. For information on how we actively engage with local stakeholders, please see the Engaging Our Communities section on page 48 of our 2024 Sustainability Report.
	413-2	Operations with significant actual and potential negative impacts on local communities	Detailed information on Constellation's percentage of operations with local community engagement, impact assessments, and development programs is not currently available. For information on how we actively engage with local stakeholders, please see the Engaging Our Communities section on page 48 of our 2024 Sustainability Report.

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Promoting Health and Safety (p. 63-65) Constellation Code of Business Conduct: Our People > Safe and Healthy Workplace Supplier Code of Conduct: Health and Safety (p. 3-4) <a href="#">Corporate Safety Policy</a> <a href="#">Nuclear Safety webpage</a>
	403-1	Occupational health and safety management system	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Promoting Health and Safety (p. 63-65) <a href="#">Corporate Safety Policy</a>
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Promoting Health and Safety (p. 63-65) <a href="#">Corporate Safety Policy</a>
	403-3	Occupational health services	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Promoting Health and Safety (p. 63-65)
	403-4	Worker participation, consultation, and communication on occupational health and safety	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Promoting Health and Safety (p. 63-65)
	403-5	Worker training on occupational health and safety	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Promoting Health and Safety (p. 63-65)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Promoting Health and Safety (p. 63-65) Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a Responsible and Diverse Supply Chain (p. 66) Supplier Code of Conduct
	403-8	Workers covered by an occupational health and safety management system	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Promoting Health and Safety (p. 63-65) Constellation 2024 Sustainability Data Index & Factsheet (p. 20)
	403-9	Work-related injuries	Constellation 2024 Sustainability Data Index & Factsheet (p. 20-21)
	403-10	Work-related ill health	Constellation 2024 Sustainability Data Index & Factsheet (p. 20-21)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a World-Class Workforce (p. 52) Constellation Code of Business Conduct <a href="#">Careers website</a> <a href="#">Workforce Development webpage</a>
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Constellation 2024 Sustainability Data Index & Factsheet (p. 17)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a World-Class Workforce > Our Efforts to Recruit, Develop and Support a Thriving Workforce > Employee Benefits and Wellbeing (p. 61-62) <a href="#">Careers website</a>
	401-3	Parental leave	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a World-Class Workforce > Our Efforts to Recruit, Develop and Support a Thriving Workforce > Employee Benefits and Wellbeing (p. 61-62)
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	We are committed to complying with all required notice periods set forth in the Worker Adjustment and Retraining Notification Act (WARN) and local and state-specific laws regarding decisions that could result in job loss. For those and other operational changes that could impact employees, we notify impacted employees as soon as practical.  The Company also complies with applicable provisions of collective bargaining agreements requiring notice, discussion, and/or bargaining prior to implementation of certain operational changes that could impact represented employees.
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a World-Class Workforce > Our Efforts to Recruit, Develop and Support a Thriving Workforce > Employee Benefits and Wellbeing (p. 61-62) <a href="#">Careers website</a>
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a World-Class Workforce > Our Efforts to Recruit, Develop and Support a Thriving Workforce > Learning and Development (p. 58) Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Engaging Our Communities > Championing Environmental Justice and the Just Transition > Workforce Development for the Just Transition (p. 49)
	404-3	Percentage of employees receiving regular performance and career development reviews	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a World-Class Workforce > Our Efforts to Recruit, Develop and Support a Thriving Workforce > Performance Management and Succession Planning (p. 59)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 3: Material Topics 2021	3-3	Management of material topic	<p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Building a World-Class Workforce &gt; Shaping the Future Through Diversity, Equity and Inclusion (p. 52)</p> <p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Building a Responsible and Diverse Supply Chain (p. 66)</p> <p><a href="#">Policy Against Discrimination, Harassment, and Retaliation</a></p> <p><a href="#">Equal Employment Policy</a></p> <p><a href="#">Policy Against Sexual Harassment</a></p> <p><a href="#">Our Commitment to DEI webpage</a></p> <p><a href="#">Community website</a></p>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 16 &amp; 25)</p> <p><a href="#">Board &amp; Committees webpage</a></p> <p>Constellation 2024 Proxy Statement: Corporate Governance &gt; Board Diversity (p. 38)</p> <p>Constellation 2023 Form 10-K: Item 10. Directors, Executive Officers and Corporate Governance (p. 174-175)</p>
GRI 3: Material Topics 2021	3-3	Management of material topic	<p>Constellation 2024 Sustainability Report: Upholding Strong Governance Principles &gt; Maintaining Ethical Business Conduct (p. 44)</p> <p>Constellation Code of Business Conduct</p> <p><a href="#">Ethics and Governance webpage</a></p>
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	
	205-2	Communication and training about anti-corruption policies and procedures	<p>Constellation 2024 Sustainability Report: Upholding Strong Governance Principles &gt; Maintaining Ethical Business Conduct (p. 44)</p> <p>Constellation 2024 Proxy Statement: Corporate Governance &gt; Ethics and Compliance (p. 48)</p> <p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 25)</p> <p>Constellation Code of Business Conduct</p>
	205-3	Confirmed incidents of corruption and actions taken	<p>All material pending legal proceedings, including those that may be related to the topic of corruption, other than ordinary routine litigation incidental to the business, are disclosed in the Company's 10-K and 10-Q filings pursuant to the requirements of Item 103 of Regulation S-K.</p>



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	All material pending legal proceedings, other than ordinary routine litigation incidental to the business, are disclosed in the Company's 10-K and 10-Q filings pursuant to the requirements of Item 103 of Regulation S-K.
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2024 Sustainability Report: Upholding Strong Governance Principles > Protecting Cybersecurity (p. 46) Constellation 2023 Form 10-K: Item 1C. Cybersecurity (p. 28-29) Constellation 2023 Form 10-K: Item 3. Legal Proceedings (p. 42-43) Constellation Code of Business Conduct <a href="#">Privacy Policy</a>
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities > Building a Responsible and Diverse Supply Chain (p. 66) Constellation Supplier Code of Conduct <a href="#">Supplier website</a>
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Constellation 2024 Sustainability Data Index & Factsheet (p. 26)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Constellation 2024 Sustainability Data Index & Factsheet (p. 26)
	308-2	New suppliers that were screened using environmental criteria	We are not aware of any significant actual or potential negative environmental impacts identified with our suppliers.
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Constellation 2024 Sustainability Data Index & Factsheet (p. 26)
	414-2	Negative social impacts in the supply chain and actions taken	We are not aware of any significant actual or potential negative social impacts identified with our suppliers.

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 3: Material Topics 2021	3-3	Management of material topic	<a href="#">External Lobbyists or Political Consultants</a> <a href="#">2023 Corporate Political Contributions Report - January through June</a> <a href="#">2023 Corporate Political Contributions Report - July through December</a> <a href="#">Due Diligence and Monitoring Procedure for Third Parties Engaged in Political Consulting and Lobbying Activities</a> <a href="#">Interactions with Federal, State and Local Public Officials</a>
GRI 415: Public Policy 2016	415-1	Political contributions	Constellation 2024 Sustainability Data Index & Factsheet (p. 27) <a href="#">2023 Corporate Political Contributions Report - January through June</a> <a href="#">2023 Corporate Political Contributions Report - July through December</a>

# SASB Index

## SASB Index

The index below outlines how our existing disclosures align with the recommended metrics for the Sustainability Accounting Standard Board (SASB) Electric Utilities and Power Generators Standard. Referenced page numbers direct readers to the page number as printed on the referred document.



### KEY LINKS

[Constellation Code of Business Conduct](#)

[Constellation Supplier Code of Conduct](#)

[Constellation 2023 Form 10-K](#)

[Constellation 2024 Proxy Statement](#)



### **Constellation 2024 Sustainability Report**

The Constellation 2024 Sustainability Report details our strategies, goals and initiatives to address key sustainability issues across our entire operations and value chain. Unless otherwise noted, this report reflects our performance and progress for the period of January 1, 2023, to December 31, 2023.



### **ESG Data Index & Factsheet**

Our Sustainability Data Index & Factsheet discloses our performance and relevant policies for key sustainability topics.



### **External GHG Emissions Inventory Assurance Statement**

Our External GHG Emissions Inventory Assurance Statement Provides verification of our Scope 1, 2 and 3 GHG emissions.



Code	Accounting Metric	Location/Response
<b>Greenhouse Gas Emissions &amp; Energy Resource Planning</b>		
IF-EU-110a.1	<ol style="list-style-type: none"> <li>1. <b>Gross global Scope 1 emissions</b></li> <li>2. <b>Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations</b></li> <li>3. <b>Percentage of gross global Scope 1 emissions covered under emissions-reporting regulations</b></li> </ol>	<p>Constellation 2024 Sustainability Report: Powering America's Clean, Carbon-Free Energy Future &gt; Accelerating the Clean Energy Future &gt; Managing Our Climate Impacts (p. 34)</p> <p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 6)</p> <p>External GHG Emissions Inventory Assurance Statement</p>
IF-EU-110a.2	<b>GHG emissions associated with power deliveries</b>	<p>Not applicable. Constellation only operates power-generating assets and does not own or operate transmission or distribution infrastructure. Therefore, we do not deliver electricity directly to grid-connected retail customers. Note that we disclose our GHG emissions associated with our wholesale and retail power business.</p>
IF-EU-110a.3	<b>Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets</b>	<p>Constellation 2024 Sustainability Report: Powering America's Clean, Carbon-Free Energy Future &gt; Accelerating the Clean Energy Future &gt; Managing Our Climate Impacts (p. 34)</p> <p><a href="#">Climate Commitment webpage</a></p>

Code	Accounting Metric	Location/Response
<b>Air Quality</b>		
IF-EU-120a.1	<b>Air emissions of the following pollutants:</b> <ol style="list-style-type: none"> <li>1. NO<sub>x</sub> (excluding N<sub>2</sub>O)</li> <li>2. SO<sub>x</sub></li> <li>3. Particulate matter (PM<sub>10</sub>)</li> <li>4. Lead (Pb)</li> <li>5. Mercury (Hg)</li> </ol> Percentage of each in or near areas of dense population	Constellation 2024 Sustainability Data Index & Factsheet (p. 9) Constellation generation assets do not emit lead or mercury, or material amounts of PM <sub>10</sub> . The percentage of emissions in or near areas of dense population is not available.
<b>Water Management</b>		
IF-EU-140a.1	<ol style="list-style-type: none"> <li>1. Total water withdrawn</li> <li>2. Total water consumed</li> </ol> Percentage of each in regions with High or Extremely High Baseline Water Stress	Constellation 2024 Sustainability Report: Fostering Environmental Stewardship > Protecting Ecosystems and Natural Resources > Responsible Water Use (p. 72) Constellation 2024 Sustainability Data Index & Factsheet (p. 10) According to the WRI Aqeduct tool, Constellation's largest water-consuming sites are in low-medium-risk regions. Some of our solar, wind and simple-cycle combustion turbine power installations operate in high water risk areas; however, these assets use negligible amounts of water and do not face water scarcity risks. Although Constellation does not have significant operations in high-risk areas, our facilities maintain drought contingency management plans documenting how facilities will manage water needs in the case of drought emergencies, where appropriate.
IF-EU-140a.2	<b>Number of incidents of non-compliance associated with water quantity and/or quality permits, standards and regulations</b>	Constellation 2024 Sustainability Data Index & Factsheet (p. 9)
IF-EU-140a.3	<b>Description of water management risks and discussion of strategies and practices to mitigate those risks</b>	Constellation 2024 Sustainability Report: Fostering Environmental Stewardship > Protecting Ecosystems and Natural Resources > Responsible Water Use (p. 72) <a href="#">Water Resource Management Policy</a> <a href="#">Environmental Stewardship &amp; Impact webpage</a>

Code	Accounting Metric	Location/Response
<b>Coal Ash Management</b>		
IF-EU-150a.1	Amount of coal combustion residuals (CCR) generated, percentage recycled	Not applicable. Constellation does not own or operate coal-fired generation assets.
IF-EU-150a.2	Total number of CCR impoundments, broken down by hazard potential classification and structural integrity assessment	Not applicable. Constellation does not own or operate coal-fired generation assets.
<b>Energy Affordability</b>		
IF-EU-240a.1	<b>Average retail electric rate for:</b> <ol style="list-style-type: none"> <li>1. Residential customers</li> <li>2. Commercial customers</li> <li>3. Industrial customers</li> </ol>	While Constellation sells power and natural gas to retail customers, our rate is only for the commodity and does not include transmission and distribution fees. Those fees are determined by the local regulated public utility. As such, we cannot provide an all-in retail electric rate.
IF-EU-240a.2	<b>Typical monthly electric bill for residential customers for:</b> <ol style="list-style-type: none"> <li>1. 500 kWh of electricity delivered per month</li> <li>2. 1,000 kWh of electricity delivered per month</li> </ol>	While Constellation sells power and natural gas to retail customers, our rate is only for the commodity and does not include transmission and distribution fees. Those fees are determined by the local regulated public utility. As such, we cannot provide an all-in monthly bill.
IF-EU-240a.3	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days	Not applicable. Constellation does not serve as a regulated public utility responsible for managing residential customer connections, disconnections or reconnections.
IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Constellation's business model fundamentally powers the clean energy transition, increasing access to reliable affordable carbon-free energy in the local communities where we operate. Our emissions-free nuclear fleet displaces fossil fuel energy sources that historically contributed to environmental injustice. For more information on how we prioritize equitable solutions in our approach to a just transition to cleaner energy, please see our Environmental Justice Policy and the Champions of Environmental Justice and the Just Transition section on page 48 of our 2024 Sustainability Report.

Code	Accounting Metric	Location/Response
<b>Workforce Health &amp; Safety</b>		
IF-EU-320a.1	<ol style="list-style-type: none"> <li>1. Total recordable incident rate (TRIR)</li> <li>2. Fatality rate</li> <li>3. Near miss frequency rate (NMFR)</li> </ol>	Constellation 2024 Sustainability Data Index & Factsheet (p. 20) We report TRIR, fatality rate and other safety metrics for employees and contractors in our Sustainability Data Index & Factsheet. NMFR is not available.
<b>End-Use Efficiency &amp; Demand</b>		
IF-EU-420a.1	Percentage of electric utility revenues from rate structures that: <ol style="list-style-type: none"> <li>1. Are decoupled</li> <li>2. Contain a lost revenue adjustment mechanism (LRAM)</li> </ol>	Not applicable. Constellation is not a regulated public utility.
IF-EU-420a.2	Percentage of electric load served by smart grid technology	Not applicable. Constellation only operates power generating assets and does not own or operate transmission or distribution infrastructure.
IF-EU-420a.3	Customer electricity savings from efficiency measures, by market	Constellation 2024 Sustainability Data Index & Factsheet (p. 5)
<b>Nuclear Safety &amp; Emergency Management</b>		
IF-EU-540a.1	Total number of nuclear power units, broken down by results of most recent independent safety review	Constellation 2024 Sustainability Data Index & Factsheet (p. 22)



Code	Accounting Metric	Location/Response
IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness	<p>Constellation 2024 Sustainability Report: Fostering Environmental Stewardship &gt; Managing Our Waste Responsibly (p. 76)</p> <p>Constellation 2024 Sustainability Report: Uplifting and Strengthening Our Communities &gt; Promoting Health and Safety &gt; Nuclear and Public Safety (p. 64)</p> <p><a href="#">Nuclear Safety webpage</a></p> <p><a href="#">Decommissioning webpage</a></p> <p><a href="#">Nuclear Oversight Committee Charter</a></p>
<b>Grid Resiliency</b>		
IF-EU-550a.1	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	<p>For more information on how we manage cybersecurity risks, please see the Identifying and Managing Risk section on page 43 of our 2024 Sustainability Report.</p> <p>Constellation 2024 ESG Data Index &amp; Factsheet (p. 25)</p>
IF-EU-550a.2	<ol style="list-style-type: none"> <li>1. System Average Interruption Duration Index (SAIDI), inclusive of major event days</li> <li>2. System Average Interruption Frequency Index (SAIFI), inclusive of major event days</li> <li>3. Customer Average Interruption Duration Index (CAIDI), inclusive of major event days</li> </ol>	<p>Not applicable. Constellation only operates power-generating assets and does not own or operate transmission or distribution infrastructure. Therefore, we do not deliver electricity directly to customers.</p>
<b>Activity Metrics</b>		
IF-EU-000.A	<p>Number of:</p> <ol style="list-style-type: none"> <li>1. Residential customers served</li> <li>2. Commercial customers served</li> <li>3. Industrial customers served</li> </ol>	<p>Constellation 2024 Sustainability Data Index &amp; Factsheet (p. 2)</p>

Code	Accounting Metric	Location/Response
IF-EU-000.B	<b>Total electricity delivered to:</b> <ol style="list-style-type: none"> <li>1. Residential customers</li> <li>2. Commercial customers</li> <li>3. Industrial customers</li> <li>4. All other retail customers</li> <li>5. Wholesale customers</li> </ol>	Constellation 2024 Sustainability Data Index & Factsheet (p. 3) Note that we disclose the average MWh of power sold per customer type.
IF-EU-000.C	<b>Length of transmission and distribution lines</b>	Not applicable. Constellation only operates power generating assets and does not own or operate transmission or distribution infrastructure.
IF-EU-000.D	<b>Total electricity generated, percentage by:</b> <ol style="list-style-type: none"> <li>1. Major energy source</li> <li>2. Regulated markets</li> </ol>	Constellation 2024 Sustainability Data Index & Factsheet (p. 2)
IF-EU-000.E	<b>Total wholesale electricity purchased</b>	Constellation 2024 Sustainability Data Index & Factsheet (p. 3)