



Constellation®



DEI 2024 ANNUAL REPORT



Table of Contents

Introduction / 01

- 01 / A Message from Our CEO
- 02 / DEI Strategic Priorities At a Glance

Strategic Talent Sourcing / 03

- 03 / Early Talent and Association Partnerships
- 04 / Talent Tracking, Evaluation, and Data
- 04 / Inclusive Practices

Workforce Development / 05

- 05 / Investing in Our Community
- 06 / Spotlight on Our Powering Change Partners
- 07 / Industry Leadership and Community Impact
- 07 / Commitment to the Trades
- 09 / Inspiring the Next Generation



At Constellation we don't just talk about inclusion, we live it every day. Our culture of belonging is what sets us apart from the rest. It makes us stronger, smarter, and more successful as a company. It is our ultimate competitive advantage.

— Rayfield Stringer III
VP and Chief Diversity,
Equity and Inclusion Officer



At Constellation, fostering a sense of belonging is central to our culture. It is the force that unites our diverse workforce, creating a space where everyone is encouraged to fully participate and contribute. Belonging is the key to our collective success and the driver of our innovation.

— Susie Kutansky
Executive Vice President and
Chief Human Resources Officer



Business (Supplier) Diversity / 11

- 11 / Supplier Diversity and Spend Defined
- 12 / Supplier Diversity Team
- 12 / Business (Supplier) Diversity Team
- 12 / Knowledge Sharing and Engagement
- 13 / Diverse Spend
- 13 / Recognitions

Equity and Belonging / 14

- 14 / DEI Engagement
- 16 / DEI Education
- 17 / Veterans, Disability, and LGBTQ+
- 17 / ERGs and Interest Groups

Community Engagement and Recognitions / 19

ABOUT THIS REPORT

We are proud to present Constellation's 2024 Diversity, Equity, and Inclusion (DEI) Report, which reflects our operations for the period of January 1, 2023, through December 31, 2023, unless otherwise indicated.

This report complements the 2024 Constellation Sustainability Report (CSR) and the 2024 Constellation Economic Impact Report (EIR). Its purpose is to highlight personal stories and show how Constellation's programs, policies, and initiatives are having a positive impact on people and businesses in the communities where we live, work, and serve.

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A Message from Our CEO

At Constellation, people are at the center of what we do. That’s why I am personally committed to fostering a safe, inclusive workplace and to uplifting the communities we are privileged to serve, and I expect all of our people to do the same. Advancing respect, belonging, diversity, and equity inside and outside the organization is imperative to Constellation’s continued success.

In our inaugural 2024 DEI Report, we highlight our dedication within the organization and beyond our workplace to advance our four strategic pillars of Strategic Talent Sourcing, Workforce Development, Business (Supplier) Diversity, and Equity and Belonging. We are proud of the progress we achieved throughout 2023 in each one of these areas. Here are a few of the accomplishments that truly showcase our work to drive community investment and engage our employees:

- We launched our “PowerEd” program to expand and amplify our university relationships through on-campus events, scholarships, and student mentorship opportunities.
- Our new signature \$1.25 million “Powering Change” program kicked off a variety of collaborations investing in our communities. The program provides grants to six non-profit organizations focused on improving job awareness, upskilling opportunities, and breaking down barriers faced by individuals from underserved communities and those historically underrepresented in the energy sector.

Equally as monumental is the historic [Building Trades Diversity](#) pledge signed in February 2023, which brought together key stakeholders across the building trades to commit to building equity, family-sustaining careers, and a diverse workforce.

- Our efforts in Business (Supplier) Diversity serve as a catalyst for transforming and diversifying our supply chain. In 2023, we spent over \$521 million with diverse suppliers, which represents 21 percent of our total managed spend. Visit [this section](#) for Constellation’s definition of supplier diversity and supplier diversity spend.

- We hosted our inaugural Employee Resource Groups (ERG) Summit uniting 120-chapter board members and sponsors. The ERG Summit served as a platform to celebrate successes, share best practices, and strategize for the future.

Furthermore, our efforts have been recognized by trusted organizations, including the Center for Energy Workforce Development, and earned us Great Place To Work® Certification, as well as a designation by [Disability: IN](#) as a Best Place to Work for Disability Inclusion. Constellation was also acknowledged as the most committed energy corporation for Diversity and Inclusion by the Maryland Washington Minority Companies Association and honored with the 2023 Supply Chain Diversity Excellence Award, from [Supplier.io](#).

Finally, I’d like to personally thank our outstanding employees, DEI & Workforce Development Center of Excellence teams, partner teams across the company, and our community partners for their unwavering commitment to our values, fostering a culture rooted in passion and purpose. Our work is never done. Together, we empower individuals and contribute to shaping a brighter future for all.




JOE DOMINGUEZ
President and
Chief Executive Officer

Our Strategic Priorities



Strategic Talent Sourcing

Source talent through relationships, technology, and inclusive practices to broaden the talent pool and promote diversity.



Workforce Development

Improve career awareness, foster equal access and advance skills of workers from underserved communities and historically underrepresented individuals in the energy sector.



Business (Supplier) Diversity

Create an inclusive supply chain that enables, equips, and empowers diverse businesses, including small businesses, to thrive in our marketplaces.




Equity and Belonging

Eliminate barriers to participation and create opportunities for our employees by establishing a culture of inclusion and belonging.

PILLAR OUTCOMES BY THE NUMBERS:

Strategic Talent Sourcing

 Launched our **“PowerEd”** program to expand and amplify our relationships with 11 universities.



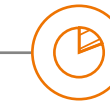
24%

of management and executive hires were veterans. 16 percent of total hires were veterans.



14

relationships established with diversity-focused organizations to build brand awareness and career pipelines.



81%

of employees who responded to Great Place to Work® survey said Constellation is a great place to work.

Workforce Development

 Entered **historic diversity pledge** with North America’s Building Trades Union.

 **\$1.25 million “Powering Change”** program kicked off, providing grants to six nonprofit organizations.



\$1.5 Million

in scholarship commitment over the next 10 years through Constellation Scholars.



13

interns from HBCUs, Hispanic Serving institutions, and Minority serving institutions.



290,000

students supported by E2 Energy to Educate Grant Program since 2010.

Business (Supplier) Diversity

 Over **\$521 million** spent with diverse suppliers.

 Established a **dedicated Business (Supplier) Diversity Team**.



21%

of our total managed spend is with diverse suppliers.



over 25+


outreach and engagement events attended, participated in, and/or sponsored.





965

new suppliers in our registered supplier registration system, SMART GEP.

Equity and Belonging

 Hosted inaugural **ERG Summit** uniting 120 chapter board members and sponsors.

 Introduced the **DEI Spotlight Awards** an employee-driven program for individuals to nominate their peers and leaders promoting respect, belonging, diversity and equity.

 Graduated our first **THRIVE cohort**, a professional development program for a diverse and inclusive group of high-potential key managers.



25

employees graduated from the first THRIVE cohort



5,000+

participants engaged in 9 ERGs across 67 chapters.



1000+

employees attended the Allyship webinar series.

Strategic Talent Sourcing

Early Talent and Association Partnerships

PowerEd

In January 2023, Constellation launched the PowerEd program to expand and amplify our university relationships, aimed at fostering mutual beneficial relationships between Constellation and the university, in the areas of research, talent acquisition, innovation, and knowledge exchange. We held events to cultivate a dynamic pipeline of early talent and build a holistic relationship with university students and leadership.

One such example is our work with the University of Maryland Baltimore County (UMBC), one of the 11 PowerEd schools. We organized a Constellation Takeover Day to bolster on-campus recruitment activities, helped facilitate a UMBC Scholars meet and greet and hosted internship exploration sessions. The day also included a collaborative session with UMBC's President to discuss the school's sustainability plans, community and student investments, our shared commitment to R&D, and the pipeline to Constellation energy careers.

Constellation also partners with the University of Illinois-Chicago (UIC), another PowerEd school, with efforts focusing on developing a diverse pipelines of engineering talent. We supported and engaged students with scholarships and participated in Fall and Spring Engineering Career and Diversity Fairs including events hosted by the Society of Hispanic and Professional Engineers and National Society of Black Engineers. Constellation also engaged with students through the Women

in Engineering Program and served as corporate judges at UIC's Engineering Expo.

Our Finance department established key stakeholder relationships with Towson in 2023, creating brand awareness throughout the campus. We participated in multiple career fairs there, including the Accounting Open House Fair, the College of Business and Economics Career Fair, and the Fall Mega Career Fair. We also had six Constellation employees act as mentors in two mentorship programs: MentHER and MAPD (Mentoring to Advance Professional Development). MentHER connects professional businesswomen with College of Business and Economics students for one-on-one mentoring.

Lastly, we continue to increase engagement with Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs) and other minority-serving institutions to improve diversity within STEM majors through initiatives such as the [INROADS HBCU+ program](#).



Our relationship with Towson University has enabled us to actively support our local communities and reinvest in our own backyard. By engaging with their business administration and accounting programs, we have fostered collaboration, innovation, and meaningful connections with students interested in pursuing careers within our finance organization.

— Daniel L. Eggers
Executive Vice President & Chief Financial Officer

Highlights



16% percent of total hires were veterans and of that population, 24 percent of management and executive hires were veterans.



81% of employees who responded to Great Place to Work® survey said Constellation is a great place to work.



over 500+ increase in members in our Student Talent Network through our workforce development and early talent sourcing programs.



14 new relationships established with diversity-focused organizations.

For more information about our DEI hiring and conversion performance, check out the [2024 Sustainability Data Index & Factsheet](#).



DEI Talent Focused Associations

Constellation strategically engages DEI related associations that support the energy industry, build equity within the workplace, and help to broaden the entry point for talent from underrepresented communities.

In 2023-24, we established relationships with 14 diversity-focused organizations, including American Association of Blacks in Energy (AABE), Disability:IN, National Society of Black Engineers (NSBE), Recruit Military, Society of Asian Scientists and Engineers (SASE), Society of Hispanic Professional Engineers (SHPE), Society of Women Engineers (SWE). Through these collaborations, we participate in mentoring programs, conferences, career fairs and industry events to recruit interns and full-time employees.

Expanded Focus on Veteran Recruiting

In 2023, 16 percent of total hires and 24 percent of management and executive hires were U.S. veterans. To help us reach this achievement, we purchased access to the national database with RecruitMilitary and started direct job feeds to their sites for all our job openings in order to build a pipeline of veteran candidates. In addition, attending military career fairs remains a crucial part of our recruitment efforts, both in person and virtual. These events provide us with the opportunity to collect candidate information and establish connections with military personnel, even before their transition to civilian life.

To learn more about our veteran focus and the great work they are doing across the company visit: <https://jobs.constellationenergy.com/veterans>.

Check out what we have planned for 2024 with our [Veteran Hiring Pledge](#).

Talent Tracking, Evaluation, and Data

iCIMS + Talent Network

Constellation invested in iCIMS, an applicant tracking system to continue growth of our “Talent Community.” This program allows individuals to sign up for our career network and then be “tagged” in our system as a program participant, scholar, or career fair attendee. iCIMS also sends notifications about various career postings and engagement opportunities to members of our career network. This program also enhanced our ability to track our scholar to intern conversion rate. In 2023, we welcomed 10 [Constellation Scholars](#) to our summer intern class.

Certified Great Places to Work®

In 2023, Constellation was Certified™ by Great Place To Work®. The designation is based on how employees rate their experience working at Constellation.

In a survey of about 5,000 Constellation employees, 81 percent of those who responded said it is a great place to work – about 24 points higher than the average U.S. company. The survey measured various aspects of our workplace culture, such as inclusion for all, trust in Constellation, employee pride, and overall employee experience.



Receiving the Great Place to Work certification is a true honor and a reflection of our collective efforts to foster an inclusive, supportive, and empowering work environment. It's a testament to the strength of our values and the dedication of every team member to create a workplace where everyone can thrive.

— Susie Kutansky
Executive Vice President and
Chief Human Resources Officer

Inclusive Practices

Diverse Slate of Candidates and Interview Panel

To foster an inclusive employee selection process, Constellation's DEI Center of Excellence partnered with Human Resources and Talent Acquisition to aim for a diverse slate of candidates representing different races/ethnicities, genders, and experiences for open positions based on the applicable labor market. As part of Constellation's DEI commitment, hiring managers are responsible for creating diverse interview panels. Additional best practices have also been applied, such as ensuring the same individuals participate in all interviews for a specific role, and considering panelists to be at least one paygrade higher than the grade for which the interviews are being conducted.

EVP and Careers Sites

In 2023, Constellation launched a new framework and careers site to help us describe our culture and employee experience of working



at Constellation. We held focus groups and interviews with people from around the company to ensure the framework represented the breadth of perspectives, voices, and experiences within Constellation.



Looking Ahead to 2024

Talent Selection Fundamentals Training

We will offer a Talent Selection Fundamentals computer-based program for all hiring managers that reflects Constellation's values and inclusive talent sourcing process. This program helps managers to reduce the influence of unconscious bias, conduct competency-based interviews, provide equal employment opportunities, make fair hiring decisions, and foster a positive candidate experience.

HBCU Takeover Day

Constellation and INROADS will host an “HBCU Takeover Day” to bring awareness and increase interest in energy careers within the HBCU student community. This event is intended to foster collaboration and partnership between Constellation and HBCUs within our footprint. Our goals are to promote diversity and showcase the many career pathways here at Constellation.

Workforce Development

Our workforce development (WFD) strategy focuses on three pillars: elevating career awareness, fostering equal access, and advancing skills of workers who are underrepresented and underserved in the communities in which we operate. Through our work we aim to build a diversified workforce that supports a growing energy industry and our talent needs, and to drive economic revitalization and diversification through secure and good-paying jobs. In 2023, we made great progress towards our goals, successfully designing and launching many community-based programs and partnerships under our WFD pillar.

Investing in Our Community

Powering Change

We launched our \$1.25 million Powering Change initiative. This new signature program provides grants to six nonprofit organizations focused on improving job awareness and training, providing advancement and upskilling opportunities, and breaking down employment barriers. All six organizations have a track record of success and measurable outcomes. Through this initiative, we have participated in a variety of programs championed by each of the six organizations, amplifying our impact in the community to promote equality in the current and future workforce.

Highlights

- 

Historic diversity pledge
entered with North America's Building Trades Unions.
- 

\$1.25 Million
Powering Change investment initiative kicked off, providing grants to six non-profit organizations.
- 

15
vehicles provided to individuals and families with Vehicles for Change.
- 

\$1.5 Million
in scholarship commitment over the next 10 years through Constellation Scholars.
- 

13
INROADS interns joined Constellation from HBCUs, Hispanic serving institutions, and Minority serving institutions.
- 

290,000
students supported by E2 Energy to Educate Grant Program since 2010.



Giving jobs to those who have economically challenged backgrounds. Touching the lives of others and creating a legacy for the company. It's appropriate for us to have that dream.

— Joe Dominguez
CEO, Constellation

Spotlight on Our Powering Change Partners

INROADS

Expanded their programming to include an “Energy Careers” vertical and upskilling internship program. In 2023, the INROADS Constellation Internship Program welcomed 13 summer interns from HBCUs, Hispanic Serving Institutions, and Minority Serving Institutions. In 2024, we aim to expand the cohort to 15.



“Constellation’s investment in INROADS not only prepares deserving students for career success, but also expands our reach into clean energy careers.”

— Forest T. Harper,
President and CEO, INROADS

SkillsUSA

Increased awareness among students considering a career in the skilled energy workforce through funding and engagement with five SkillsUSA CTE programs at local schools near our clean energy centers across MD, NY, IL, and PA. Constellation also participated in their national “Signing Day” and annual National conference to introduce energy career pathways to thousands of students across the country. In 2024, we aim to expand to eight schools, including two near our Texas Power facilities.



“SkillsUSA is thrilled to partner with Constellation. With their support, we can continue our essential work to close the skills gap, while presenting robust opportunities for young workers who enjoy challenging careers that offer stability and benefits.”

— Chelle Travis, Executive Director, SkillsUSA

Chicago Women In Trades (CWIT)

Funded the expansion of their North America’s Building Trades Unions (NABTU)-certified pre-apprenticeship program to over 150+ pre-apprentices in Philadelphia and Chicago. In addition, funds are earmarked for barrier reduction and case management support, and broadening program outreach by targeting communities near our Constellation clean energy centers.



“Because Constellation is a major employer in the industry, its leadership in expanding equity for women matters, and we are excited about what can be accomplished together.”

— Jayne Vellinga, Executive Director, CWIT

National Urban League

Partnered with Urban League of Rochester’s YouthBuild program to provide young workers opportunities for advancement through a 12-week carpentry training program, GED preparation, and wrap around services to address systemic issues that create barriers to employment. Funding also supported the purchase of a van as programs require youth to be at multiple locations including training locations and worksites.



“This newly forged partnership will allow us to continue to provide essential services like job training and workforce development to our constituents and close the employment gap.”

— Marc H. Morial, President and CEO, National Urban League

Vehicles for Change

Provided 15 individuals and families with vehicles, giving them access to better employment and quality of life. Our support also helps their Full Circle Training Program, an employer-driven, paid internship, social enterprise program designed to provide auto mechanic training to individuals with multiple barriers to employment.

“Constellation’s support helps us end general poverty and alleviate financial hardship for low-income families.”

— Martin Schwartz , President & CEO, Vehicles for Change



At the 2023 V4C Holiday Car Award event, Constellation presented keys to Ali Cornish. The soon-to-be father of three expressed how his access to reliable transportation will enable him to spend more time with his family and less time commuting to work.

HIRE360

Invested additional funds to bolster the organization’s workforce development programs supporting pre-apprenticeship NABTU MC3 Curriculum & Training as well as a la carte work with candidates on their schedule, help to pass tests, and enter apprenticeship programs.

“We are excited to partner with Constellation to increase opportunities in construction and the trades to those populations who are currently underrepresented.”

— Jay Rowell, Executive Director, HIRE360

Industry Leadership and Community Impact

Chicago Women in Trades Partner of the Year

We were awarded the Building Together Award by Chicago Women in Trades at their 40th anniversary gala. Ashley Lee, the first African American female out of Chicago Local 1693 Millwrights and participant in Constellation's outage work, presented our Chief Diversity Officer, Rayfield Stringer III with the award to acknowledge Constellation's contributions.

Center for Energy Workforce Development Community Partnership of the Year Award

We received the Community Partnership Award from The Center for Energy Workforce Development (CEWD) for our work in building a skilled energy workforce that represents the diverse communities where we operate. The award recognizes Constellation's multi-faceted efforts to establish lasting and impactful relationships with the local community.

Constellation became an official sponsor of CEWD's Energy Industry Fundamentals curriculum, helping to reimagine and ensure that it reflects the various clean energy career pathways in nuclear and power generation. We also collaborated with CEWD to promote this curriculum to community partner organizations and educational institutions.

Additionally, our Chief Diversity Officer contributed to CEWD's DEI Executive Council and provided expertise for their "DEI Roadmap for Industry Change" report. Also, our Director of DEI & Workforce Development is a member of the Workforce Development Executive Council and DEI Forum planning committee. Constellation employees have also participated in multiple CEWD panels and industry convenings to share best practices and program design as a leader in this space.

Commitment to the Trades

Building Trades Diversity Pledge Progress

We signed a monumental pledge in February 2023 aimed at increasing access, equity, and advancement opportunities for historically underrepresented groups within the Building Trades. The pledge also sets standards to eliminate bias and create a culture of belonging in all aspects of recruitment, hiring, training and retention practices. Signatories include 14 members of the North America's Building Trades Unions (NABTU) and industry employers such as Allied Power, Siemens Energy, GE-APM, JJ White, BrandSafway, and Brieser Construction. The signatories formed an oversight committee to facilitate their efforts, which will include annual reporting and transparency of recruitment efforts, areas of opportunity, sharing of best practices, and engagement with community leaders and the workforce development programs.



Oversight Committee

We kicked off the first Oversight Committee meeting in April 2023, hosted by Constellation, followed by regional meetings in NY, MD, IL, and PA. Each region working with a local Constellation representative and select community organizations to set actions and goals that will meet the standards of the pledge. For more information on the pledge commitments, please visit: [Constellation, Union Partners Sign Pledge to Increase Diversity Among Historically Underrepresented Groups.](#)



Too many Chicagoans work multiple low-wage jobs and still struggle to make ends meet. With \$100 billion in projects breaking ground in Chicago over the next 15 years, our hope is to give diverse candidates a better opportunity to be part of the city's construction future.

— Jay Rowell
Executive Director
HIRE360



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Nuclear Local Site Contributions: Braidwood Site Spotlight Engagement with Joliet Junior College (JJC)

At each of our clean energy centers, volunteers across the plant serve as a catalyst for change and voices for the community. In 2023, we participated in workforce development boards, engaged and invited local and state officials to participate in career awareness programs, and invested \$300,000 across all 12 of our operating clean energy centers in scholarships and educational programs.

Our Braidwood Clean Energy Center contribution to Joliet Township High School Scholarships through the Joliet Junior College high school AIM Program is a great example of our commitment in action. This is a new dual credit, education-training program for high school students to qualify for full-time, entry-level positions at our Braidwood, Dresden, and LaSalle clean energy centers. In partnership with SkillsUSA, students will receive mentorship, a two-week job shadow opportunity, site tours and exposure, and scholarship support to pursue an associate degree while participating in a paid internship at Constellation.



56

Local Organizations Funded



90+

Scholarships Provided



16,800+

People Impacted





Inspiring the Next Generation

We are dedicated to eliminating obstacles to ensure fair access to education for marginalized and disadvantaged students. We work with many educational institutions and non-profit organizations to offer a variety of scholarships, education, and mentorship programs to support their academic and career growth.

K-12 engagement

Constellation Youth Energy Summit (Y.E.S)

We kicked off the first-ever [Youth Energy Summit](#) in partnership with [National Energy Education Development \(NEED\)](#) where 35 high school juniors and seniors from diverse backgrounds came together for an immersive experience at the University of Maryland Baltimore County (UMBC) to learn about careers in clean energy. They took part in STEM activities, met Constellation professionals, and visited Maryland's biggest clean energy sites like Conowingo Hydroelectric Dam and Calvert Cliffs Clean Energy Center. They also teamed up to create a Climate Action Plan for communities near Constellation's facilities.

E2 Energy to Educate Grant Program

Through the [E2 Energy to Educate](#) grant program, Constellation offers students from sixth grade through college opportunities to address the energy challenges of today and tomorrow. Grant funds support projects designed to enhance students' understanding of science and technology and inspire them to think differently about energy. Since the program's inception in 2010, nearly \$6 million in grant dollars have supported more than 290,000 students' learning nationwide.



Thanks to the Constellation team and NEED organization to organize this wonderful program for the youth where I had a chance to gain priceless experiences of my lifetime, which I will carry on forward and help me shape my career goals in STEM/energy industry. Once again thanks to all of you.

— Y.E.S. Student

Constellation Scholars

Constellation aligns with universities, colleges and nonprofit organizations to help young people attain careers in energy and STEM fields through the Constellation Scholars Program. Through this program, Constellation will commit more than \$1.5 million in scholarships over 10 years, supporting underrepresented and underserved students across the U.S. Scholars are invited to attend engagement and mentoring sessions throughout the year with a key focus on career exposure, professional skill building, and internship opportunities.

Initiatives include:

- **Community Partnership Scholarships:** To provide academic scholarships to students in need, Constellation has expanded successful relationships and established new connections with select nonprofit organizations and high schools that reach underserved communities, including Constellation’s employee-led Rising Scholars Program.
- **University Scholarships:** Colleges such as University of Illinois Chicago, University of Maryland, Syracuse University, and Purdue University collectively receive nearly \$290,000 in annual funding to support students pursuing degrees in STEM-related fields.
- **Local Community Scholarships:** Constellation clean energy centers across the country also support local educational institutions in their respective communities, including select local high schools and colleges, such as Oswego Community College and Northern Illinois University.

Our “Rising Scholars Program,” an arrangement between Constellation and Baltimore Polytechnic Institute Foundation & Alumni Association, annually supports five students to receive a four-year renewable scholarship to an accredited college or university in addition to a Constellation mentor.



The Rising Scholars program at Constellation has been an incredible experience for me. It has given me the chance to mentor a talented college student from our local community. We have built a strong bond over the past few years, allowing us to have genuine discussions that have contributed to our personal and professional growth.

— Greg Patronik
Sr Originator
Mentor for Rising Scholars



This program makes me feel supported in navigating through college and entering my career. I was able to get an internship at Constellation, and managers encouraged me to share my perspective on the team and allowed me to contribute to new projects.

— Jazmyne Thorpe
Howard University
Mentee for Rising Scholars



Looking Ahead to 2024

Outage Job Shadow Program 2024 Spring Pilot

We will launch a job shadow program for underserved and historically underrepresented individuals within the energy industry to help them gain exposure to select trades and the nuclear landscape during Constellation site refuelling outages and build a future towards family sustaining careers. This program will run in collaboration with our Building Trades Diversity pledge signatories including outage Alliance partners, contractors of choice, and Chicago Women in Trades new Will County community partner pre-apprenticeship programs. This initiative aims to provide underserved and historically underrepresented individuals in the energy sector with firsthand exposure to specific trades and the dynamics of nuclear operations during Constellation site refuelling outages. By doing so, we aspire to pave a pathway towards sustainable careers capable of supporting families.

Constellation Scholars Mentorship Program: Launch April 2024

We will focus on providing professional development training, annual networking events, and a new mentorship program for Constellation Scholars joining our summer intern class in partnership with our Developing Young Professionals (DYP) and NAYGN (North American Young Generation in Nuclear) groups.



Business (Supplier) Diversity

Supplier Diversity and Spend Defined

Constellation defines supplier diversity as an enabling economic-driven process that:

- Facilitates the diversification, resiliency, sustainability, and profitability of its supply chain
- Infuses marginalized, innovative, diverse, and small businesses into its inclusive purchasing environment.


Diverse businesses to Constellation are organizations that are at least 51% owned and controlled by a qualified minority group members including women, LGBTQ+, veteran-owned, disabled-veteran owned, person(s) with disabilities; or are certified as a business concern, disadvantaged business enterprise, small, disadvantaged business, HUBZone, or some other socioeconomic classification, including small businesses.


Supplier diversity spend includes spend with diverse suppliers that are authenticated by third party certification agencies that are recognized by Constellation.


Supplier Diversity Driven


Our work and dedication to expanding supplier diversity are the cornerstone of many of our programs and initiatives. Supplier diversity goes hand-in hand with our commitment to DEI, WFD, and sustainability. Collectively deemed “Business Diversity,” our efforts in this area focus on creating an inclusive supply chain that enables, equips, and empowers diverse businesses, including small businesses, to thrive in our marketplaces.


Highlights


 **Over \$521 Million** spent with diverse suppliers, which represents 21 percent of our total Supply managed spend.

 Established a dedicated **Business (Supplier) Diversity Team.**

 **965** registered new suppliers in our supplier registration system, SMART GEP.

 Recognized as **2023 Supply Chain Diversity Leader** by Supplier.io.

 **over 25+** outreach and engagement events attended, participated in, and/or sponsored.

 Recognized by Maryland Washington Minority Companies Association (MWMCA) as the **2023 Most Committed Energy Corporation for Diversity and Inclusion.**





By Investing in Business Diversity
WE ARE, Economically Empowered,
a Brighter Future for ALL!

Business Diversity is a business imperative that goes hand in hand with our commitment to Diversity, Equity, and Inclusion (DEI), Workforce Development, and Environment, Sustainability and Governance (ESG). Business Diversity is at the core of what we do. We know that partnering with diverse businesses leads to better outcomes for all. When underrepresented businesses are engaged, we enhance the economic impact of underserved communities we serve, while enabling innovative, high quality, and cost-effective solutions that better serve our customers.

Constellation is Open to All



At Constellation, we envision being recognized as an industry leader in supplier diversity by empowering a supplier ecosystem that fosters economic inclusion, and drives top and bottom-line growth through innovation, competition, and supply chain stability.

— Towanda Livingston
Sr. Manager, Diverse Business Empowerment
Constellation

CONTINUED

It is our mission to ensure that we have a supply chain and value stream that is inclusive, and that our supplier base reflects the diverse communities and customers we serve while supporting the economic sustainability and growth of our communities.

By prioritizing this area, we are able to champion many of our core values, particularly our commitment to being a “Catalyst for Change”, driving economic progress, improving lives, and reflecting the diversity of our society in our workforce.

Business (Supplier) Diversity Team

To further our commitment to identify, engage and utilize diverse suppliers while creating an inclusive, resilient, and sustainable supply chain, in 2023, we established a dedicated Business (Supplier) Diversity Team which elevated the importance of economic inclusion internally and externally.

In 2023, Constellation’s Business (Supplier) Diversity team was on the move, laying the foundation and footprint required to set up a sustainable and economic-driven supplier diversity system that reinforced our mission, and inculcated economic inclusion practices into the way we do business.

Knowledge Sharing and Engagement

Education and awareness have been a foundation of the continuous success of supplier diversity efforts. The Business (Supplier) Diversity team, Business (Supplier) Diversity Advocates and Constellation Supply Team continue to educate stakeholders, suppliers and our community on the value and impact of supplier diversity,

ensuring operational excellence and promoting transparency and accountability in diverse supplier reporting.

The Business (Supplier) Diversity Team continues to cultivate and expand relationships with our growing and diverse supplier community and professional trade organizations. Our outreach and engagement efforts are designed to elevate, equip, and empower all suppliers by supporting capacity building; increasing access to capital; improving creditworthiness; encouraging agility, supporting technological advancement; improving understanding of their customers, competitors, certification, and markets; and supporting the adoption of practical and profitable business administration skills. In 2023, these efforts included, but were not limited to, the following:

- Attended, participated in, and/or sponsored over 25 outreach and engagement events including business networking and procurement fairs, trade shows, business matchmaking, and skills clinics/workshops.
- Hosted four Constellation-specific outreach and engagement events.
- Registered 965 new suppliers in our supplier registration system, SMART GEP.

Diverse Spend

Leveraging the collective intelligence and commitment of its employees, suppliers, and customers, Constellation spent over \$521 million with diverse suppliers – 21.1 percent of our total Supply managed spend. A little over 74.9 percent (\$390.9 million) of Constellation’s total diverse spend was with Tier 1 (Prime/Direct) diverse suppliers.

Recognitions

We are proud to have been recognized as a [2023 Supply Chain Diversity Leader](#) by [Supplier.io](#) for supporting over 20,000 jobs at small and diverse suppliers in calendar year 2022. We are equally proud to be recognized by Maryland Washington Minority Companies Association (MWMCA) as the 2023 Most Committed Energy Corporation for Diversity and Inclusion.



Looking Ahead to 2024

Building a Scalable Foundation

To operationalize our vision and mission and honor our commitments, it is imperative to establish a sustainable and scalable foundation. The primary focus in 2024 will be laying the fundamental groundwork. This foundation will encompass a set of defined goals, key initiatives, and measurable key results. One of our goals is to enable a diverse and inclusive supply chain that facilitates and fosters economic growth, inclusion, and impact for diverse suppliers and communities.

Key Initiatives:

1. Develop and implement departmental-level economic inclusion plans that will facilitate the access of diverse suppliers to Constellation's procurement opportunities.
2. Forge strategic partnerships with diverse business associations, advocacy groups, and governmental agencies to support an increased footprint in our communities, increasing awareness of opportunities with Constellation, and aligning resources to maximize our economic impact through our collaborations.
3. Actively seek and develop relationships with diverse suppliers and like-minded partners to help us learn, grow, and scale our economic inclusion efforts.

Focusing on Procurement

Our Supplier/Business Diversity team is developing suppliers to not only meet Constellation's contracting needs, but also the broader marketplace. Constellation has worked to strongly encourage internal and external partners to improve the identification, access, and utilization of diverse suppliers in all procurement opportunities throughout its supply chain and value stream. Constellation's prime and subcontracting opportunities hold tremendous potential for collaboration and partnership between small, diverse, and large suppliers. The effort to build a strong, sustainable, and trusted economic inclusion engine at Constellation has been deliberate and organization-wide.



Equity and Belonging

Constellation promotes inclusion by eliminating barriers to participation and creating opportunities for all employees by establishing a culture of belonging. Many of the efforts in this section are focused on establishing a baseline for DEI and training to drive more inclusive leadership behaviors.

To promote accountability and active contributions to the advancement of DEI throughout our organization, non-unionized employees have individual DEI performance goals focused on inclusion and belonging¹. [Watch our video](#) on how employees define belonging.

DEI Engagement

Leadership Councils and THRIVE

The primary goal for the Leadership Councils is to drive optimal levels of success and maximize retention for Constellation high potential, underrepresented talent in preparation for senior leadership roles. The councils are focused on Latino, African American, Pan Asian, and women employees. Key deliverables for these leadership councils are accelerated development programs, talent sourcing, and focus on retention strategies.

In February 2023, we engaged with the Leadership Councils and launched THRIVE, a nomination-based program that brings together a diverse and inclusive cohort of high-potential senior managers and directors. THRIVE equips participants with skills in leading diverse teams, addressing barriers and fostering allyship and belonging. The program is designed to support personal growth and development through a year-long program.

At Constellation, we are proud to offer a variety of development programs, including THRIVE and other initiatives, to foster the growth and advancement of our talent.

Creation of DEI Advisory Board

The DEI Advisory Board was created to bring the core values of respect, belonging, diversity and equity to life at Constellation. This board addresses critical gaps and opportunity areas, provides advisory support regarding the Constellation DEI strategy and implementation, and collects information about the organization's commitment to DEI to share progress across the company. The DEI Advisory Board is a cross-functional team with diversity in race, gender, level, department, and background.

In 2023, the Advisory Board provided guidance on expanding understanding of our workplace definition of diversity, leading to shifts in communication and enhancements to the voluntary self-identification campaign (LGBTQ+, disability, and military/veteran status). We also explored how to overcome resistance that was identified through the enterprise-wide engagement survey feedback to help guide planning for 2024 and developed suggestions on how the DEI Center of Excellence and ERGs can create moments that matter. Finally, we held brainstorming sessions on key elements of the Accelerated Development Program and 2024 efforts including the DEI Strategy and ideas for Allyship and webinar topics.

Highlights



120 attendees at the first ever ERG Summit.



25 employees graduated from the first THRIVE cohort.



1000+ employees attended the Allyship webinar series.



50+ thought leaders united for DEI/WFD Communities of Practice.



5000+ participants engaged in 9 Employee Resource Groups (ERGs) across 67 chapters.



¹ All exempt and non-unionized/non-craft/non-exempt employees have individual DEI performance goals, focused on behaviors that promote respect, inclusion, equity and belonging.



DEI Spotlight Awards

The DEI Spotlight Awards are an employee driven, quarterly program to highlight those championing DEI across the company. The DEI Spotlight Awards recognize individuals at the manager level and below, while the DEI Leadership Spotlight Awards celebrate those at the senior manager level and higher. Nominees for the awards are selected by their colleagues and must demonstrate alignment with our four DEI strategic pillars. This initiative has infused enjoyment into DEI endeavors, with one recipient expressing, “This is something I truly aspired for.” In 2023, we awarded the following individuals:



CAMILLE THOMAS
Senior Project Manager
DEI Spotlight Award Winner



DYLAN RIZZO
Fleet Training Technologist
DEI Spotlight Award Winner



CHUCK HANNA
VP National Accounts and
Solution Sales
DEI Spotlight Award Winner



MARGARITA VILLA
Senior Engineer
DEI Spotlight Award Winner



CHRISTINE EWING
Senior Manager, Sales Support
DEI Leadership Award Winner



LINDA FOY
Director of Communications
(Retiree)
DEI Leadership Spotlight
Award Winner



LEAH RITZ
OPS Specialist/
Nuclear Duty Officer
DEI Leadership Spotlight
Award Winner



THEOS MCKINNEY III
Assistant General Counsel
DEI Leadership Spotlight
Award Winner

DEI/WFD Communities of Practice

In January 2023, our DEI Center of Excellence initiated collaborative DEI and Workforce Development Communities of Practice, which united over 50 representatives from across Constellation to share best practices, ensure we are tracking our successes, define strategies to enhance ongoing DEI and workforce development initiatives, and continue the learning journey together. The Communities of Practice engaged on several topics including DEI webinars and workforce development barrier reduction efforts.

Corporate and Commercial: Culture Ambassador, Dialogues and Chats

Culture Ambassadors support leaders in planning, tracking and executing DEI goals. Within our Commercial organization, there are currently 38 Culture Ambassadors supporting executive leaders. Leaders have also created department-specific DEI goals and personal goals as DEI champions.

In 2023, leaders hosted over 40 dialogues on DEI topics to encourage employees to share their perspectives and drive the importance of belonging. VPs in our Commercial business held approximately 252 Culture Chats, allowing them to connect with employees one-on-one which created opportunities and a broader network and resulted in over 20 department-specific goals to drive DEI in functions across the business segment that address inclusion, development and engagement.

Generation: Power DEI Leadership and Nuclear EIC

Fostering a culture of respect for human dignity and inclusion is of utmost importance across the Generation fleet. Leaders in the generation business gather on a quarterly basis to discuss, track, and conduct related training to ensure progress is being made toward DEI goals and initiatives. Additionally, every fall, Power holds a two-day leadership summit for all foreman and above people leaders, where respect for human dignity is highlighted as a main theme.

Power has continued the “Respect Lives Here” poster campaign launched in 2022, where all employees are invited to submit ideas for an annual poster to be displayed across Power facilities. Submissions are voted on, and the winning poster is displayed at the front gate of every entrance. A compilation of all poster submissions is hung in hallways and cafeterias.

Additionally, a Power working team has been created, where representatives from all power locations, including craft and individual contributors, are nominated by leadership and meet monthly to continue this important work.

DEI Education

Calendar of DEI Trainings/ Quarterly Webinars

Our calendar of DEI trainings and webinars is crucial in fostering understanding, empathy, and respect among our employees and in the communities where we operate. We strive to pave the way for a more equitable and inclusive society. Our programming has included webinars on Mental Health, Neurodiversity, and Recognizing, Interrupting, and Responding to the Marginalization of Others. We have also hosted Town Hall discussions with our DEI Center of Excellence to share our commitment to DEI and Workforce Development and create dialogue with our colleagues.

Educational Moment: Allyship

In 2023, we expanded the scope of allyship. Allyship is an active and consistent effort to use your privilege and power to support and advocate for people with less privilege. We created a three-part allyship series rooted in intersectionality to show that allyship is for everyone and focused on the following:

- How everyone can be an active ally.
- History of LGBTQ+ allyship.
- Allyship across workplace generations.

Each webinar had an average of over 1,000 employees attend.



Veterans, Disability, and LGBTQ+ Self ID campaign

As part of our commitment to ensure all employees have a voice and their needs are met, we launched several initiatives focused on expanding our definition and awareness of diversity.

For example, we facilitated a three-part self ID campaign that encouraged Constellation employees to voluntarily identify themselves based on identity. The LGBTQ+ self-identification options now encompass gender alongside sex, sexual orientation, and preferred pronouns. Additionally, individuals can indicate whether they identify as a member of the LGBTQ+ community or as an ally.

We also updated the persons with disabilities form, which now includes more descriptive and inclusive examples of disabilities, in accordance with The Americans with Disabilities Act (ADA). In the final phase of the campaign, participants had the option to voluntarily disclose their veteran status and branch of service.

ERGs and Interest Groups Employee Resource Groups (ERGs)

In 2023, the 9 Employee Resource Groups (ERGs) open to all employees across all 67 chapters, engaged over 5,000 participants.

The ERGs operated under the theme of “OWN YOUR &” focusing on intersectionality. This theme fostered greater unity among ERGs by promoting the organization of collaborative events. These events delved into how individuals’ intersecting identities influence their perceptions and experiences of the world.

We also held our inaugural ERG summit with 120 attendees in Baltimore. This event rewarded, championed, and empowered our Employee Resource Groups leaders on a successful year of programming while preparing them for the next year.

We celebrated outstanding ERG leads with the inaugural DEI Emmy awards ceremony.

Employee Resource Groups

- ABLE
- Alliance For African American Advancement
- Asian American Resource Group
- Constellation Latino Network
- Constellation Military Actively Connected
- Pride
- Constellation Women’s Network
- Developing Young Professionals
- Mosaic



Our Employee Resource Groups are a business imperative for us within the company, but what’s impressed me most is really their passion and dedication, and the work that they put in. They set the tone for providing an inclusive culture at Constellation and moving our mission forward when it comes to respect, belonging, diversity and equity.

— Rayfield Stringer
VP and Chief Diversity,
Equity and Inclusion Officer





Interest Groups

In 2023, numerous interest groups took the initiative to organize sessions fostering inclusion and a sense of belonging among underrepresented employees across various business sectors. Among these initiatives was the EmpowHer Finance Program, a group focused on supporting women in finance, which held quarterly "empower hours" sessions. Additionally, an annual summit was held to promote awareness of development opportunities, along with the establishment of committees such as the Finance Culture Committee. Other significant groups included ECO Team, North American Young Generation in Nuclear (NAYGN), Women in Technology (WiT), Women in Nuclear (WIN), People of Color in IT (POC IT) and Working Parents.

Looking Ahead to 2024

JOURNEY TO BELONGING: From Awareness to Application Experiential Learning Program

In conjunction with each business unit and practice area in 2024, we will be launching an experiential learning program for all employees focusing on topics such as psychological safety, dimensions of diversity, inclusive communication, and allyship.

ERG App

The ERG app will be a new, innovative, and efficient way to streamline ERG activities. This app will allow ERGs to centralize the postings of their events and make it easier to sign up for ERGs. The new app will also feature a new method of tracking ERG metrics such as membership by level and geographic location.

Continued Focus on Intersectionality for ERGs

Due to the success and high increase of intersectional events amongst our ERGs, we will continue to expand our focus on intersectionality in 2024 under the theme, "Standing at the Intersection," keeping the theme of intersectionality, but enhancing it to include the intersections of being in an ERG and furthering DEI as a business imperative.

Generation Executive Mentoring Program and Leadership Committee

The Nuclear business unit will launch an Executive Mentoring program in 2024 that will consist of a diverse and inclusive group of 23 mentees.

Nuclear also created a leader led committee to weave respectful work environment communications into everyday business. Each month, a team of leaders develops and disseminates communications, beginning with Vice Presidents, and cascades them to craft employees and individual contributors. Topics include Harassment & Retaliation, Social Media Dos and Don'ts, company sponsored events, conflicts of interest and many others. DEI and Respectful workplace topics are interwoven through formal training programs such as Constellation Supervisor Training (CST) and Constellation Leadership Academy (CLA).

In order to emphasize development, Nuclear will also host 30-minute talent conversations every 90 days, with a goal of strengthening the talent pipeline and retention of talent.



Community Engagement and Recognitions

Constellation supports local and national organizations dedicated to professional development, community engagement, and advocacy for diverse populations.



Associations

Through these strategic relationships, our internal Employee Resource Groups (ERGs) and interest groups engage in year-round activities to address and support diversity, equity and inclusion in the workplace and our communities.



Recognitions

Constellation received the Community Partnership Award from The Center for Energy Workforce Development (CEWD) for our work in building a skilled energy workforce that represents the diverse communities in which we operate. The award recognizes Constellation’s multi-faceted efforts to establish lasting and impactful relationships with the local community — including educators, minority facing organizations, workforce development nonprofits and others — to fuel the energy talent pipeline.



The work being done in the people-part of the industry is astonishing. The partnership that companies, like Constellation, are forming within their communities – with community-based organizations, educators, workforce systems and other stakeholders – are making a difference.

– Missy Henriksen, Executive Director, CEWD



Looking Ahead to 2024 Fair 360

Constellation invested in Fair 360, an organization dedicated to promoting workplace fairness. Through this relationship, all employees will have access to research, online seminars and multifaceted resources.

Veteran Hiring Pledge

We are amplifying efforts to actively hire veterans of the U.S. Armed Forces by officially pledging our commitment through [Military.com](https://www.military.com)’s Veteran Hiring Commitment Program. Constellation values and recognizes the leadership, training, character, and discipline that our veterans and members of the National Guard and Reserve bring to our company and the American workforce.

DEI Indexes

In 2023, Constellation participated in the annual Disability:IN Equality Index, National Organization of Disability (NOD) Employment Tracker, and Human Rights Campaign (HRC) Corporate Equality Index. These benchmarking tools help us to assess our current state of LGBTQIA+ and disability inclusion and equality. Doing this helps us to understand gaps compared to other industry leaders and implement new practices to improve diversity and foster belonging across the workplace.

The Disability:IN Equality Index (DEI) is a tool that helps companies create a plan of concrete, quantifiable actions that they can implement to achieve inclusion and equality. Constellation reached a score of 90 out of 100 and was recognized as a DEI Top Scorer for 2023.



Pledges

Constellation has publicly committed to various DEI focused pledges to reinforce our commitment to fair treatment of and equal opportunities for all people both at Constellation and in the communities where we live, work, and serve.

[CEO Action for Diversity and Inclusion Pledge](#) to support inclusive workplaces.

[Coalition for the American Dream: DACA Fifth Circuit Response](#) to protect child immigration rights.

Pledges included:

[DEI P.A.C.E Pledge](#) to create actionable DEI solutions and change agents.

[DisabilityIN: CEOs are IN pledge](#) to assess disability inclusion and equality practices.

[Equal by 30](#) to close the gender gap in clean energy transitions.

[Human Rights Campaign Business Coalition for the Equality Act and the Respect for Marriage Act](#) to provide basic protections for the LGBTQ+ community.

[ParityPLEDGE](#) to interview qualified woman and/or person of color for open leadership roles.

