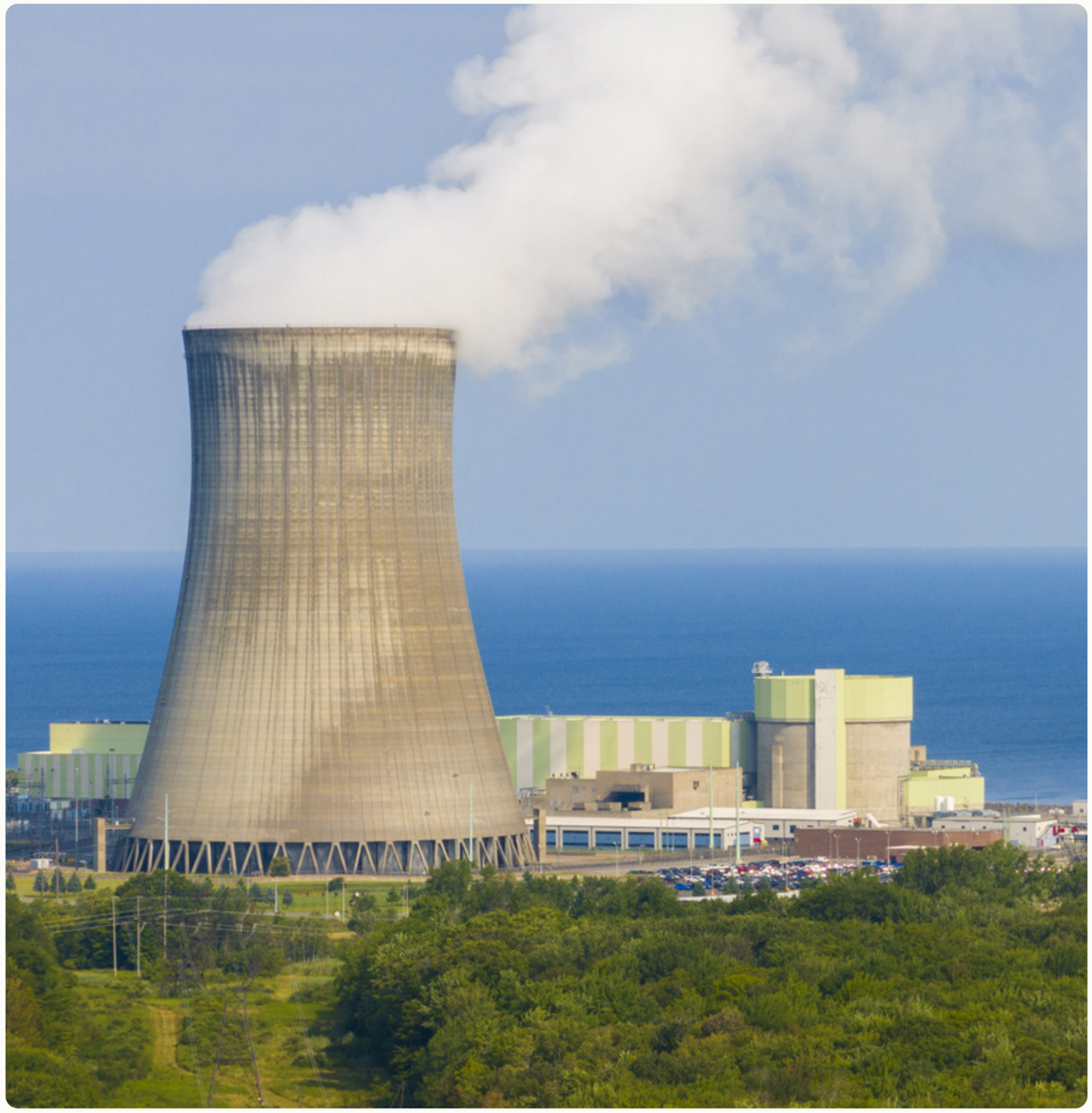
Constellation®

CSR

Data and Disclosure Appendix

2025



2025

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2025 CSR Data and Disclosure Appendix

Introduction

This 2025 CSR Data and Disclosure Appendix reports additional qualitative and quantitative information valued by our stakeholders as a supplement to our 2025 Constellation Sustainability Report (CSR). It has three primary sections:

Unless otherwise noted, this report reflects our performance and progress from January 1, 2024 through December 31, 2024.

- Management Approach of Sustainability Topics: Provides disclosures about Constellation's approach to managing sustainability topics that are important to our business, including policies, strategies, programs and initiatives the company uses to address these topics on an ongoing basis.

- Sustainability Data Table: Includes a complete data table of sustainability performance metrics that reflect company-wide data.

- Content Indices: Includes the sustainability frameworks we report against, including the Sustainability Accounting Standards Board (SASB) Electric Utilities and Power Generators Standard and the Global Reporting Initiative (GRI) Universal Standards 2021.

Constellation 2025 Sustainability Report

KEY LINKS

Constellation Code of Business Conduct

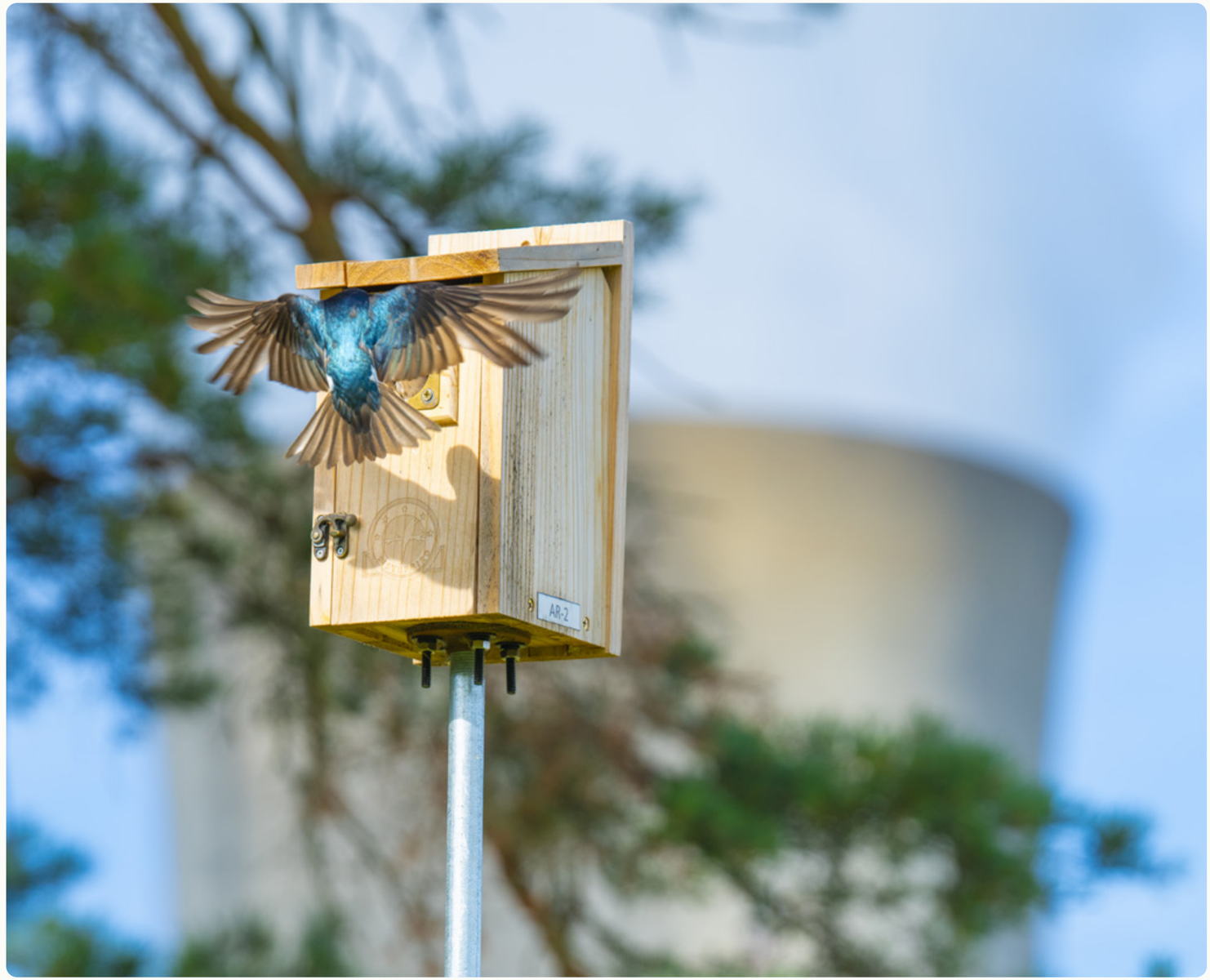
Constellation 2025 Form 10-K

Constellation 2025 Proxy Statement

Management Approach of Sustainability Topics

1

Climate and the Environment



1.1 Board and Executive Oversight of Climate and the Environment

1.1.1 Board Oversight

Constellation's Board of Directors closely monitors business operations and performance and assesses enterprise risks and opportunities, including those related to climate. Among other responsibilities, the Corporate Governance Committee reviews Constellation's climate and sustainability strategies, including the company's efforts to protect and improve the environment. For more information about our Board's oversight of other sustainability matters, please see the Board Governance section.

1.1.2 Sustainability Governance

We take a collaborative approach to sustainability governance and various executive team members play a pivotal role in supporting our sustainability initiatives. The Constellation Sustainability Council is overseen by the Vice President of Sustainability and Climate Strategy and consists of a cross-functional group of executive leaders from key departments across Constellation. The Council meets four times each year to assess sustainability policies and initiatives, ensure alignment with our strategic goals, review developing sustainability trends and provide recommendations to senior management.

1.2 Clean Energy Fleet

1.2.1 Generation Assets

Constellation's diverse generation portfolio serves approximately 10 percent of all clean power generated in the U.S. and includes the nation's largest nuclear fleet[1], as well as hydroelectric, wind, solar and efficient natural gas facilities. Full details on our energy generation portfolio and our locations can be found on our website.

Nuclear

Our nuclear fleet operates as a baseload generation source, providing a reliable power supply even in the face of seasonality, weather anomalies and other external volatilities. We operate our nuclear fleet at high performance standards while maintaining a clear focus on safety and leveraging best practice management models. For more information on how Constellation safely operates our nuclear assets and manages our nuclear waste, please see the Health and Safety and Waste Management sections.

Hydroelectric

In Maryland and Pennsylvania, we own and operate two hydroelectric power plants along the Susquehanna River: Conowingo Hydroelectric Generating Station, a clean, run-of-river hydroelectric facility, and Muddy Run, a pumped storage hydroelectric facility that provides much needed load-leveling power and which utilizes grid power that is matched by clean energy on an hourly basis. These hydroelectric assets provide critical load-leveling power to the Mid-Atlantic region.

Wind

We operate 27 wind projects across ten states. We are currently investing in our existing wind assets to increase energy output as well as extend the operational life of these assets to help ensure clean energy generation into the future.

Solar

We operate five solar facilities in the West and Mid-Atlantic regions, deploying 412,000 solar panels which total 57 megawatts (MW) of generation. In addition, our power division operates the Antelope Valley Solar Ranch in California—one of the nation's largest solar power facilities and the largest of the six total solar facilities that we operate. The Antelope Valley facility is equipped with 3.8 million solar panels and has a facility generation capacity of 242 MW.

Natural Gas and Oil Assets

Our natural gas fleet includes some of the nation's cleanest and most efficient combined-cycle gas turbine units that provide a reliable source of energy for our electric customers as the grid undergoes the transition to lower-carbon sources. Our combined cycle units in Texas are air-cooled to reduce water consumption. We continue to invest in research to identify ways to decarbonize our natural gas assets. We also operate a number of intermediate and peaking oil-fired power plants in several states.

1.3 Environmental Protection

At Constellation, we are committed to protecting and sustaining the environment by complying with applicable regulatory requirements while protecting and enhancing the air, water and land. Our executive team, including our CEO and other senior management, is accountable for our environmental compliance and assurance strategy.

Constellation's Environmental Council oversees our environmental program and is composed of leaders from each business unit. The Council is subject to oversight from the Board of Directors and meets quarterly to review policies and initiatives, ensure strategic alignment, discuss emerging environmental trends and make informed suggestions to senior executive leadership. The Board's Corporate Governance Committee reviews Constellation's climate and sustainability strategies, including the company's efforts to protect and improve the environment.

Our Environmental Policy provides guiding principles for us to uphold compliance obligations, manage and mitigate environmental impacts and promote continuous improvement within diverse operating conditions.

1.3.1 Environmental Management Systems

We maintain a robust environmental management system (EMS) for both our nuclear and non-nuclear operations; the EMS covers 100 percent of Constellation- operated Nuclear and Power business units[2]. We continuously monitor our EMS for conformance through internal assessments and audits, and external audits managed by Constellation Audit Services (CAS) in accordance with our Management Model.

Our business unit EMS program documents are tailored to meet specific needs. This allows each business unit, site and facility to establish custom processes and procedures that satisfy the EMS requirements.

Our Nuclear EMS receives an annual certification or surveillance audit to maintain International Organization for Standardization (ISO) 14001:2015 certification. CAS conducts a third-party EMS conformance audit of our Nuclear, Power and Constellation Energy Solutions (CES) business units' EMS programs once every three years to validate our conformance with ISO 14001:2015[3]. Nuclear and Power business units also conduct periodic internal EMS audits, which are led by qualified internal or external auditors. Additionally, our Nuclear generating sites are

1. The nation's largest in terms of generating capacity and the number of reactor units. U.S. Nuclear Regulatory Commission. (2025, February 21). **List of Power Reactor Units**.
2. Our EMS encompass a vast majority of our operations. Per ISO 14001 requirements, any non-nuclear sites excluded from the scope of the non-nuclear EMS are documented (along with business justifications for exclusion) in the non-nuclear EMS Program document.

externally audited at least once every three years and staffed Power generating sites are externally audited for environmental, health and safety (EHS) at least once every five years. External EHS compliance audits are conducted at sites operated by other business units, including CES and Constellation Home, on a risk basis, with at least one CES site receiving an EHS compliance audit each year.

Annually, both Nuclear and Power business unit operations conduct targeted environmental program compliance assessments to mitigate potential compliance risks, and we also conduct a focused review of acquired, new operations and assets under construction, as appropriate.

Constellation constantly looks for improvement opportunities. Our facilities establish environmental key performance indicators (KPIs), and goals annually and then track these monthly. Progress on the KPIs is communicated to our leadership team via the annual Nuclear and Power business units' EMS management review meetings, where the effectiveness of our EMSs and other issues related to environmental performance are discussed, and quarterly to the Constellation Environmental Council. For additional information on our environmental performance and metrics, please see the Sustainability Data Table.

In addition, we assess potential suppliers against environmental criteria throughout the vetting process to understand their initiatives and goals. For more information on how we manage environmental impacts in our supply chain, please see the Supply Chain section.

Employee Training

All plant employees and full-time contractors at Constellation generation sites receive annual plant access, site-specific environmental awareness and EMS training through our robust training programs. Short-term contractors receive site-specific vendor orientation training. Employees complete additional online and/or in-person training covering topics such as air, water, wastewater, waste, spill prevention, control and countermeasure and biodiversity protection. Environmental training is reviewed and updated annually.

1.3.2 Air Quality

Nuclear fission emits no greenhouse gases (GHGs), criteria air pollutants such as nitrogen oxides (NO_x), sulfur dioxide (SO_x), particulate matter (PM) or other toxic air emissions such as mercury. However, we report emissions from nuclear facilities associated with non-generating activities, including the use of boilers, generators, refrigerants and purchased electricity.

For our non-nuclear assets, we report air emission data, including NO_x and SO_x emissions, in compliance with federal and state regulations. Our measured emissions intensity rates[4], on a per megawatt-hour (MWh) generated basis, for NO_x and SO_x emissions were well below the U.S. electric generation industry average. We have also reduced our NO_x and SO_x emission rates each by 59 and 78 percent, respectively, since 2019.

For additional information on our air emissions data, please see the Other Significant Air Emissions section of Sustainability Data Table.

1.3.3 Water Stewardship

Constellation's commitment to responsible water stewardship is guided by our Water Resource Management Policy, through which we manage water-related impacts, risks and opportunities. We utilize the World Resources Institute Aqueduct tool to broaden our understanding of potential future water scarcity risks caused by climate change and economic growth and how our operations may be impacted or may contribute to those risks. Constellation's largest water-consuming sites are in low- or medium-risk regions, while our operations in high water-risk areas use negligible amounts of water and do not face water scarcity risks. Although we do not have significant water-consuming 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.

To responsibly manage our water use, many of our facilities implement consumptive water mitigation plans and we work to minimize water use across our footprint through efficiency, technology, best practices and operational improvements. We also act at the site-level to address local water-related challenges through engagement with government agencies, communities, agriculture and industry groups. Our solar, wind and simple-cycle combustion turbine power installations have negligible consumptive water use. Water flows through our hydroelectric facilities to generate clean energy and is returned to the river without adversely impacting water quality.

Our nuclear and combined-cycle natural gas generation facilities primarily use water for steam generation and as a cooling medium through the following processes:

- Closed-cycle cooling systems: At some nuclear and combined-cycle natural gas facilities, we use a closed-cycle cooling system which enables us to reduce our impacts on water resources by reusing water, minimizing freshwater intake and reducing wastewater discharge volumes. In 2024, our nuclear assets recycled more than 6 million megaliters of water through closed-cycle cooling systems.
- Dry condenser cooling technology: We use this technology to allow air to cool and condense steam at three of our largest combined-cycle natural gas generation facilities. This system requires little to no water use and saves approximately 80 percent of the water normally used by a conventional water-cooled condenser.
- Open-cycle cooling systems: Half of our fleet uses systems where water is withdrawn from nearby water bodies and used as a cooling medium. After the water is used, it is treated to restore it back to the water quality standard required by applicable regulations and station-specific water discharge permits and discharged to local water bodies such as rivers, lakes and seas, except for small amounts of water discharged to municipal sewers. Minor amounts of the water used in our open-cycle cooling systems are lost to evaporation.

1.3.4 Biodiversity Protection

Constellation's commitment to environmental stewardship, along with our ongoing actions to protect the species surrounding our operations, is guided by our Biodiversity Policy. This policy is informed and managed through ongoing engagement with stakeholders, expert and regulatory agencies, research collaborations and community and employee educational opportunities.

Across our power-generating footprint, we apply the mitigation hierarchy - avoid, minimize, restore or offset - to our operational impact on ecosystems. During the development of capital projects, we conduct a thorough environmental review to assess potential impacts on birds, bats and terrestrial and aquatic species and habitats. When construction or operations may impact certain species and ecosystems, we follow site-specific management plans and obtain any necessary incidental take permits, enabling Constellation to minimize impacts to species when possible or relocate affected species.

Constellation is also focused on improving aquatic ecosystems where we operate hydroelectric and nuclear power plants. Our stewardship activities include investing in habitat improvement projects, constructing oyster and freshwater mussel beds, creating artificial reefs, stabilizing river and stream banks, managing fish hatcheries and maintaining fish passages. To minimize biodiversity impacts at our Conowingo hydroelectric power plant, which is situated along the Susquehanna River, we monitor dissolved oxygen levels below the dam for the health and protection of the river's aquatic life. We also observe the minimum water flow requirements of our federal license to maintain healthy water levels in the river to support biodiversity.

Comprehensive guidance for environmental education implementation and quality wildlife habitat creation, monitoring and maintenance. Currently, 15 Constellation locations are certified through Wildlife Habitat Council (WHC) now a part of Tandem Global. These certifications demonstrate our commitment to mitigating potential impacts of our operations on habitats and species and incorporating protection measures directly into our operations.

3. Our nuclear EMS is certified to, and our non-nuclear EMS conforms with the ISO 14001:2015 standard. Constellation maintains an internal process to ensure we meet all the requirements of the ISO-14001 standards. Our nuclear ISO certification statement can be viewed **here**.
4. For more information, please see the most recent **2024 Emissions Benchmarking Report**, published November 2024.

1.3.5 Spent Fuel and Waste Management

Nuclear Spent Fuel

Senior management is responsible for the safe operation of our nuclear facilities, including the management of nuclear fuel, with ultimate oversight from the Nuclear Oversight Committee of the Board of Directors. Our nuclear spent fuel management practices are in full compliance with the stringent safety and security requirements from the U.S. Nuclear Regulatory Commission (NRC). For more information on Board oversight of our nuclear safety programs, please see the Board Governance section.

To minimize low-level radioactive waste generation and support the safe transport and disposal at approved off-site facilities, each of Constellation's nuclear stations implements robust programs and procedures in full compliance with NRC requirements. Depending on job responsibilities, employees may receive additional training to help protect their safety and the safety of the public, and all employees who manage radioactive waste must complete annual radiation protection training. The radioactive waste training outlines required safety procedures employees must execute when managing radioactive waste.

At the end of their useful life, nuclear fuel assemblies are safely moved to spent fuel pools at nuclear facilities, where they cool under 20 feet of water over several years. Once cooled, the spent fuel is loaded into 16-foot stainless steel dry casks and stored inside 20 to 30-inch-thick reinforced concrete casks at the facility's independent spent fuel storage installations (ISFSIs)—safe, secure and well-proven technology. These casks are specifically designed and tested to withstand extreme events, such as earthquakes, projectiles and floods. We store spent nuclear fuel at all 14 of our nuclear stations, including the standalone ISFSI at our decommissioned Zion station, in strict compliance with the robust safety and security requirements of the NRC to limit radiation exposure for our workers and the public.

The U.S. Department of Energy (DOE) is responsible for the development of a permanent geologic repository for the disposal of spent nuclear fuel and high-level radioactive waste from existing nuclear plants in the U.S. Until the DOE proceeds with taking possession of and relocating spent fuel to a federal centralized repository, our spent fuel will be stored safely and securely at our onsite spent fuel pools and ISFSIs. We are collaborating with federal lawmakers to support the government's efforts to build a permanent, centralized repository or interim storage facility for spent nuclear fuel.

Constellation supports efforts to consolidate spent fuel storage to one or more interim sites that meet the NRC's rigorous safety and security standards. This would enable infrastructure management and security protection of spent nuclear fuel at fewer sites until the government develops a centralized repository. Constellation also supports efforts by the federal government and private sector to develop advanced fuel recycling technologies that maximize nuclear fuel's potential energy and reduce the overall volume and lifespan of disposed nuclear waste.

For more information on our efforts to enhance nuclear plant and public safety, please see the Health and Safety section.

Hazardous Waste

Our nuclear and non-nuclear operations safely manage nonradioactive hazardous waste in accordance with the Resource Conservation and Recovery Act, a federal law which governs the disposal of hazardous and solid waste in the U.S. At the site level, when hazardous waste is generated, it is labelled properly, stored in designated waste accumulation areas and transported off-site using approved vendors. Hazardous waste is tracked and managed by site environmental specialists. Any Constellation site that is classified as a large quantity generator of hazardous waste in any month submits biennial reports per federal regulations and completes state reporting as applicable. These robust hazardous waste management procedures enable us to maintain compliance with applicable regulations and protect the safety of our employees, communities and the environment.

Non-Hazardous Waste

Constellation implements program and facility-level waste management systems to actively manage our waste footprint and minimize our impact on local ecosystems and communities. We adhere to all applicable local and regional waste regulations. Our robust recycling programs target a large variety of conventional materials like paper, plastic and metals, as well as non-conventional materials such as construction and demolition debris. We also streamline our waste and recycling pickup frequencies to reduce emissions from waste hauling vehicles. Additionally, we capitalize on opportunities to reuse, recycle or recover major asset components to divert these materials from landfills.

1.4 Policy Advocacy and Engagement

Constellation has a long history of working with policymakers at all levels of government to enact comprehensive regulations and legislation that value scarce resources, drive emission reductions and benefit consumers, shareholders, our business, the communities we serve and the planet. We work with broad-based coalitions to advocate for policies that support clean, carbon-free energy generation, including the preservation and expansion of nuclear power, hourly carbon-free energy matching and accurate greenhouse gas (GHG) emissions accounting and reporting. We also support competitive retail and wholesale markets that incentivize the deployment and retention of reliable, clean energy resources. We engage with policymakers on critical components of the energy transition, including comprehensive workforce development and transition programs and community investment strategies. Additionally, we support policies that increase the transparency and reliability of climate-related disclosures and risks.

We provide our employees with opportunities to advocate for the policies we support. Our employee advocacy group, Constellation Nation, empowers employees with tools and opportunities to advocate for policies that support the preservation and expansion of our nuclear fleet. Constellation's employee Political Action Committee helps amplify our voice as a catalyst for change through political engagement.

1.4.1 Hourly Accounting of Clean Energy Generation

We support the development of technology to track generation and report GHG emissions more accurately through our advocacy work with policymakers, participation in industry trade groups and involvement with other non-governmental organizations. By enabling an evolution towards hourly accounting, companies can track and match carbon-free energy supply with demand each hour and more accurately report their electricity-related GHG emissions. This enables them to fully achieve zero-emissions goals and promotes investment in reliable grid decarbonization by addressing the hardest-to-decarbonize hours of the day.

1.5 Sustainable Products Portfolio

We offer customized tools and solutions that enable our customers to achieve their sustainability and carbon reduction targets, measure their carbon footprint, increase their access to clean and reliable power, improve energy efficiency and reduce emissions. By investing in a strong, sustainable product portfolio, we aim to serve the needs of sustainability-minded customers while strengthening our market position.

1.5.1 Hourly Carbon-Free Energy Matching

Hourly Carbon-Free Energy Matching is an electricity supply solution that enables Constellation to continuously match our customers' hourly power consumption with regional, carbon-free energy, complete with on-demand reporting and retirement of hourly clean energy attribute certificates (EACs). Our customers enjoy increased transparency around their energy use and environmental impact. For more information, please see the Hourly Carbon-Free Energy Matching section on our website.

1.5.2 Constellation Offsite Renewables (CORe)

Constellation's CORe product suite provides customers with economic and sustainability benefits by connecting to large-scale offsite renewable energy projects and reducing their Scope 2 greenhouse gas emissions. By combining location-specific renewable energy purchases and renewable energy certificates (RECs) with a physical load-following energy supply contract, customers have the flexibility to size, select and buy renewable energy from utility-scale projects, similar to how they purchase standard electric supply.

As part of CORe, we also offer an Impact Power Purchase Agreement (PPA) option that ensures customers' support directly benefits the communities where those projects are located. We expect to deliver more than 75 terawatt hours (TWhs) of clean energy over the term of all our existing CORe agreements, including nearly 2,600 MW of new renewable energy capacity added to the grid since 2019. For more information, please see the Constellation Offsite Renewables section on our website.

1.5.3 Constellation Navigator

Constellation Navigator is a platform that guides commercial and industrial (C&I) customers on their sustainability journey. It lays the sustainability groundwork for customers and provides tools to measure and improve sustainable performance. Through the platform, we combine expert sustainability advisory services with data analytics for carbon accounting, utility bill management and rebate administration. The Navigator platform has developed emissions baselines for 100 percent of the C&I customers served by Constellation. For more information, please see the Constellation Navigator section on our website.

1.5.4 Energy Attribute Certificates (EACs)

These offerings provide customers with the opportunity to show their own customers, shareholders and other stakeholders that they are taking action toward achieving sustainable practices. Constellation offers Renewable Energy Certificates (RECs), which are sourced from renewable energy sources such as wind and solar energy facilities. Each REC represents the environmental benefits of one MWh of electricity. Additionally, we provide Emissions-Free Energy Certificates (EFECs), which are primarily sourced from nuclear energy. Both RECs and EFECs help our customers meet their environmental goals by supporting clean and sustainable energy sources. For more information, please see the Managing Carbon section on our website.

1.5.5 Constellation Sustainable Gas and Carbon Offsets

Constellation's sustainable gas and carbon offsets offerings include products such as renewable natural gas (RNG), carbon credits/offsets and carbon removal projects to help retail gas customers achieve their decarbonization goals. Constellation has enabled the development of over 70 RNG production facilities as a primary off-taker and service provider, delivering the benefits of RNG to more than 500 end-use customers. Additionally, Constellation has supplied carbon credits to customers to offset more than 500,000 metric tons of CO2, equivalent to Scope 1 emissions for over 10 billion cubic feet (Bcf) of onsite natural gas consumption. For more information, please see the Renewable Natural Gas and Carbon Offsets sections on our website.

1.5.6 Constellation Energy Solutions (CES)

CES leverages forward-thinking technology, data, systems integration and alternative energy solutions designed to help our customers consume less energy by developing and implementing energy efficiency and renewable energy infrastructure projects for government, education, healthcare and other commercial customers. In 2024, CES customers avoided approximately 215,000 metric tons of CO2. For more information, please see the Energy Solutions section on our website.

1.5.7 Efficiency Made Easy (EME)

EME is a program that enables customers to identify, implement and fulfill efficiency improvements with no upfront cost, helping to reduce energy costs, modernize facilities and meet sustainability goals. Since the program launched in 2011, we have helped fund more than $400 million in energy efficiency projects for thousands of Constellation customers. For more information, please see the Efficiency Made Easy section on our website.

1.5.8 Electric Vehicle (EV) Charging Solutions

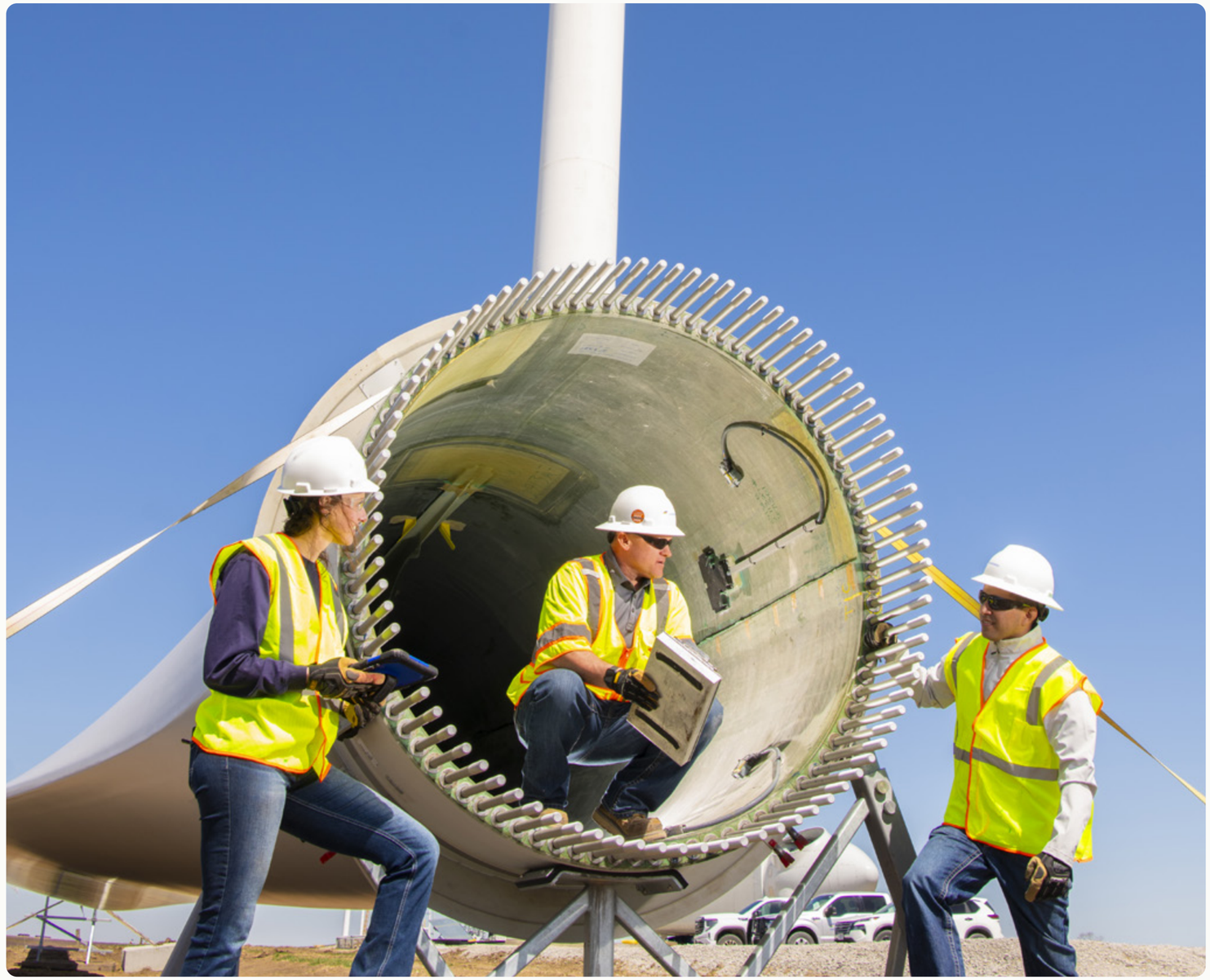
Our turnkey residential EV solution supports home charging and includes an energy plan to optimize the cost of charging, the installation of a home charger and assistance accessing federal, state and local rebates[5]. Constellation also offers end-to-end electrification solutions to business and municipal customers by developing and implementing charging infrastructure. For more information, please see the EV Home Charger Installation Services section on our website.

5. Available in Maryland and Texas

Management Approach of Sustainability Topics

2

People



2.1 Community Engagement

Constellation communicates with stakeholders to shape our community engagement approach, build trust, gain insight into community needs and cultivate mutually beneficial alliances. We also have a proven history of supporting the communities in which we operate through philanthropic and volunteering initiatives. We measure and monitor our community impact and key workforce development metrics.

For more information, please see the Fostering a Workplace Culture for All and Supply Chain sections in the Constellation 2025 Sustainability Report.

2.1.1 Community Outreach

We use a variety of outreach channels including active participation and information booths at community events, our philanthropic program, news media outreach and social media to directly engage with key groups including public officials, community leaders and local residents. Information about our energy generation sites is publicly accessible through our website and we provide crucial updates about our company and our sites through social media.

Listening to community concerns at the site level is vital. Our local government affairs, community relations, workforce development and site leadership team members are accessible to personally hear feedback brought by elected officials and community members. Federal public policy engagement is also crucial, and we are committed to advancing policy positions that equitably improve health and well-being. Further, we seek opportunities to collaborate with and donate funds to organizations serving communities and invest in incubators and accelerators with a focus on startups with unique areas of focus that play a crucial role in energy innovation.

To sustain community support and raise awareness about our operations and their benefits to local communities, we conduct outreach initiatives at each site. Our nuclear sites host "State of the Plant" events annually, inviting key officials and community leaders to receive updates on plant performance, current and upcoming projects, potential challenges and opportunities for community involvement. Additionally, several facilities host Community Information Nights, offering the public a chance to meet plant representatives and learn about nuclear energy generation. Our sites also engage with local communities through site tours for local leaders, school groups and media, collaborating with regulators and supporting regional nonprofits. We also participate in civic events and school programs to share information about our safe, reliable and clean energy practices and address any inquiries or feedback from the public.

Additionally, our Ethics Help Line is publicly available 24/7 for external stakeholders to report any community issues.

2.1.2 Philanthropy and Volunteerism

Through our robust philanthropy and volunteering initiatives, we actively engage with communities to address challenges across the three pillars of our citizenship and philanthropy program:

- Climate and Environment: providing support for environmental conservation and stewardship.
- Education and Workforce Development: investing in education, STEM and workforce development.
- Employee Philanthropy and Volunteerism: demonstrating leadership and passion for causes that matter most to our employees.

Initiatives like our Dollars for Doers program incentivize volunteerism by providing financial support of up to $1,000 for every 100 hours volunteered by an employee, and our Impact Leaders program rewards employee volunteer leadership with an additional $1,000 grant, both benefitting the eligible charities of their choice. Additionally, our Employee Charitable Match program offers up to $10,000 in annual matching for every employee to eligible charities of their choice.

Workforce Development for the Energy Transition

As a leader in the transition to a clean energy economy, Constellation is in a unique position to enable the just transition for workers, ensuring no one is left behind as we shift away from polluting energy sources. We collaborate with industry and community organizations to attract and provide training opportunities for these workers to assist them in exploring meaningful career opportunities in the new clean energy economy.

For more information about our Community Philanthropy programs, please see the Fueling a World Class Workforce section in our 2025 Sustainability Report or our Powering Communities webpage.

2.2 Supply Chain

Supply chain risks, such as supplier disruptions or market fluctuations, emphasize the vital need for effective risk management strategies to help ensure the continuity of our operations and strengthen organizational resilience. Additionally, we are focused on embedding resiliency, reliability, transparency and equal opportunities into our supply chain and optimizing our operational efficiency. Our business sustainability is impacted by our direct operations and by the actions and initiatives of the businesses with which we work. We aim to meaningfully engage with contractors, consultants, suppliers and vendors (collectively, our suppliers) that help drive our mission and support our commitment to the highest standards of safety, quality, reliability, technical excellence and economic inclusion.

2.2.1 Supply Chain Evaluation

We use internal metrics to assess the performance of our supply chain function, such as parts quality, safety performance and strategic sourcing savings. During the vetting process for suppliers managed by our Supply organization, we assess suppliers against sustainability criteria to understand their initiatives and goals. We expect covered suppliers to adhere to our or similar standards around fair labor and safeguarding of human rights within all work environments. We also monitor supplier performance and adherence to contractual agreements. Our contracts with suppliers include provisions that prohibit the use of forced and child labor.

Suppliers that fail to meet compliance standards, including those involved in environmental incidents that breach our contracts, may be placed on a Watch List or a Supplier Performance Improvement Plan (SPIP), which outlines areas for improvement to achieve compliance. In cases where Constellation is made aware of supplier-related human rights violations, we may place suppliers on a SPIP or terminate our contracts. Instances of severe non-compliance, such as ethical breaches or safety concerns, can also lead to disqualification from future engagements with Constellation.

Sustainability Criteria Used in Supplier Screening

Suppliers that participate in a request for proposal (RFP) with a scope of work that is over $1,000,000 in total spend undergo Constellation's strategic sourcing process. This process includes an evaluation of multiple factors, such as safety, technical expertise and cost.

Constellation uses a standardized environmental questionnaire for prospective suppliers invited to participate in applicable RFPs. The questionnaire requests information such as a supplier's environmental compliance track record over the last five years, GHG emissions tracking and certifications from third party environmental

agencies. Scopes of work that fall under categories including, but not limited to, chemicals, gases, fuel, radioactive waste and heavy hauling are subject to reply to this questionnaire.

2.2.2 Support for Small and Local Businesses

At Constellation, we aspire to be recognized as an industry leader by driving value through innovation, competition, agility, cost effective solutions and supply chain stability. We recognize that a broad and inclusive supply chain provides a strategic competitive advantage through increased innovation, access to new markets and improved resiliency and sustainability. Our mission is to foster a purchasing environment that provides equal opportunities to suppliers, including small and local businesses, and promotes economic inclusion. Such inclusion is woven into the core fabric of our organization, championed by our leadership, embraced across all business units and supported by our supplier base and communities.

We seek suppliers who share our value of delivering outstanding service to our customers. We ask our suppliers to support our goals, including adopting and maintaining non-discriminatory policies and practices. We view our work with certified small and local businesses as a valued component of our resilient supply chain and efforts to uplift and strengthen our communities.

2.2.3 Nuclear Fuel Supply Chain

We place significant emphasis on addressing nuclear fuel supply chain risks that could affect our operational efficiency and success. Our nuclear fuel group takes a diversified approach to uranium extraction, conversion, enrichment and fabrication to mitigate risks associated with the nuclear fuel supply chain. Our strategy engages international and domestic suppliers to build a diverse and resilient portfolio that can withstand volatilities and also implements a multi-year horizon to safeguard against potential disruptions and fluctuations in the nuclear fuel market.

2.3 Human Capital Management

2.3.1 Talent Development

Strategic Talent Sourcing

Our Talent Acquisition team implements a multi-pronged approach to build awareness of Constellation and our career opportunities across a wide range of communities. We recruit highly skilled students and professionals through internships, mentorships, conferences, career fairs and industry events.

We have established relationships with a broad array of universities, community colleges, technical schools and organizations, including those that provide access to veterans and disabled individuals. Constellation's PowerEd program amplifies our collaboration with universities through the expansion of mentorship and local student pipeline initiatives. Constellation also prioritizes engagement with students in various STEM-focused departments and student groups.

To help meet our talent needs and support the energy transition, we invest in developing, upskilling and reskilling workers, including those in economically disadvantaged communities. Our investments provide long term career pathways that can sustain families, invigorate local economies and promote symbiotic growth for both our communities and Constellation.

We are a proud military-friendly organization. Our military and veteran initiatives assist those who served our country and are looking to re-enter the civilian workforce. Former military personnel bring the dedication and focus that Constellation needs to provide safe, clean and reliable energy to our communities.

Through our talent sourcing efforts, Constellation seeks to broaden the pipeline to find individuals interested in jobs within the energy industry and deepen our access to highly skilled talent with specialized skill sets.

Learning and Development

Constellation uses a multi-faceted approach to leadership and professional development that includes formal assessments, feedback, coaching, mentoring, training, leadership development and other developmental experiences. These opportunities increase employee engagement, improve retention and enhance our value proposition. Programs offered include:

Leadership Development: Our New People Leader Orientation helps to develop our leaders and strengthen their capabilities. We also offer development programs such as THRIVE, RISE and Emerging Leaders, which are aimed at supporting professional and leadership development for individuals preparing to take on broader scope and responsibilities.

New Hire Orientation: During onboarding, all new employees are invited to participate in our New Hire Orientation to learn about Constellation and our values.

On-Demand Trainings: Existing employees can access self-directed, interactive learning opportunities through platforms, including Talent and Development Webinars and LinkedIn Learning, to sharpen their skills.

New Leader Training: We provide on-boarding tools and leadership training to first-line supervisors, mid-level managers, plant managers and directors on track to become plant managers. This training aims to strengthen leadership skills, support professional development and improve succession readiness. We also offer leadership job familiarization guides to new in-role nuclear leaders, which contain required training, activities and learning materials. Together, these resources support the development and proficiency of our leaders, equipping them with the necessary skills to excel in their roles, lead their teams effectively and contribute to the overall success of our business.

Tuition Reimbursement: Certain employees are eligible to receive annual tuition reimbursement for pursuing undergraduate or graduate degrees or professional certificates.

Performance Management and Succession Planning

Management and other non-craft employees participate in the year-end review process to gauge the effectiveness of employee performance against expectations[6]. Through this process, we evaluate what employees have achieved against their performance goals, as well as whether these goals have been achieved through behaviors consistent with Constellation's values and core competencies. The year-end review process includes a focus on forward-looking development to drive employees' learning and growth to achieve their career objectives. Managers have meaningful, quality conversations with their direct reports to enable high performance in their current roles and help prepare them for future roles. To enhance the quality of feedback and coaching received, employees can access a variety of resources through our online talent and people development portal.

To enable our employees' career progression, we encourage internal mobility through our internal job posting site. We also talent map all employees at the "manager" level, including individual contributors and people leaders, through vice presidents, conduct succession planning for executive-level roles and review our talent pipeline annually to enable our long-term business success and continuity. To support and accelerate the integration of new leaders, we implement third-party leadership assessments to identify and address developmental opportunities.

6. All exempt and non-unionized/non-craft/non-exempt employees hired prior to October first are required to participate in our year-end review process

2.3.2 Employee Engagement

Formal and informal employee feedback mechanisms inform our human capital management strategy. We promote an open feedback culture and listen to our employees' perspectives through our biennial employee engagement survey, town halls, all-hands meetings, manager check-in meetings, focus groups and special Candid Conversation sessions with C-suite leaders. Executive Committee members and teams are responsible for developing action plans based on the results of the survey to improve the employee experience. These plans integrate both centralized actions for company-wide issues and leader-led actions for areas unique to specific teams or business areas. We also conduct periodic pulse surveys in between our full engagement surveys to measure engagement and track progress against our action plans. Additionally, Executive Committee members encourage employees to participate in the survey through recorded videos sharing how their feedback has inspired action over the prior year.

Externally, we gather feedback through public websites such as Glassdoor and Indeed.com, where current, previous and future employees can provide anonymous reviews related to employee experience. We engage with these external feedback mechanisms to benchmark and align our performance related to the experiences we aim to create, and we share themes and updates with leadership quarterly.

We respect and support the right of employees within our workforce and value chain to seek union representation. Approximately 25 percent of our workforce is covered under collective bargaining agreements (CBAs).

2.3.3 Respect, Belonging, Diversity and Inclusion

Constellation brings people together so that all voices are heard and valued. We respect our differences, collaborate and embrace our diverse backgrounds and perspectives because it makes us better at everything we do. We create a workplace where our people feel at home, thrive and reach their full potential as individuals and as part of a strong team.

Fostering respect, belonging, diversity and inclusion as a core value at Constellation strengthens our business by:

- Attracting, retaining and providing equal opportunities for highly skilled employees of all backgrounds and perspectives who will best serve our vision, values, customers, business relationships and communities.
- Fostering a workspace in which we respect one another and our diverse backgrounds and perspectives, which creates a sense of belonging, and enables each employee to grow and contribute at their full potential.
- Creating and fostering a responsible and inclusive purchasing environment in which we can build an ecosystem of sustainable relationships that provides equal opportunities to suppliers, including small and local business, which add value to Constellation and our communities.

Core Values

With a comprehensive approach to managing our strategy and initiatives, Constellation encourages engagement across the organization to strengthen our commitment to respect, belonging, diversity and inclusion, and address the evolving needs of employees and communities. We focus on non-discriminatory processes and equal employment opportunities where employees are evaluated based on individual merit. We seek input from our nine Employee Resource Groups (ERGs), which are open to all employees, on our efforts to provide an inclusive workspace that values individual merit, where all employees can grow to their full potential. Additionally, we host Communities of Practice, uniting employees from across Constellation to share best practices, define strategies to enhance ongoing initiatives and continue the learning journey together. Our Culture Ambassadors collaborate with leadership to support us throughout Constellation's Commercial organization.

We believe that a culture of respect, belonging, diversity and inclusion begins with education about non-discriminatory processes and equal opportunity. We also offer voluntary educational resources such as our Journey to Belonging educational series and Disability Fundamentals for Hiring Managers and we cover inclusion topics in our quarterly Webinar Series.

We continuously seek new opportunities to help our employees on their career journey. Our newest development initiative, Reach Across Boundaries to Influence, Support and Empower (RISE), highlights that commitment. The program brings together high potential mid-level leaders from across the business to foster growth, spark collaboration and provide a platform to refine leadership skills.

Anti-discrimination and Fair Labor Practices

We provide training, perform pay equity analyses and review hiring and promotion processes to ensure non-discrimination and equal opportunities. These actions help to create an environment where all employees can thrive, and advance based on individual merit and as equal members of the workforce.

We provide equal opportunity and do not tolerate any form of discrimination or harassment based on race, color, religion, sex, national origin, disability, age or any other protected characteristics under federal, state or local laws, as stated in Constellation's Policy Against Discrimination, Harassment and Retaliation and reinforced in our Code of Business Conduct, Equal Employment Opportunities Policy and Workplace Accommodations Policy. We also prohibit any form of sexual harassment, as stated in our Policy Against Sexual Harassment, and we provide mandatory training on sexual harassment prevention on an annual basis to foster an environment where all team members are valued, engaged and empowered to deliver their best work in an atmosphere built on respect for human dignity and inclusivity.

Constellation also follows applicable minimum wage, overtime wage, child and forced labor and other wage and hour laws and regulations.

2.3.4 Employee Benefits and Wellbeing

Our comprehensive benefits package is designed with an overall focus on wellbeing including mental and physical support, retirement, financial and legal support and family care. Company benefits offered to eligible employees include, but are not limited to:

- Mental wellbeing benefits to support a balanced lifestyle, including paid time off for vacation, holidays, sick days and primary caregiver leave for a family member with a critical health condition.
- Physical health benefits, including medical, dental, vision, prescription drug coverage, fitness reimbursements and gym membership discounts.
- Retirement, financial and legal benefits to support financial wellbeing, including a 401(k) with company match and an employee stock purchase program.
- Family care benefits to support the ones you love, including parental leave for up to 16 weeks for birthing mothers and up to eight weeks for non-birthing and adoptive parents, a back-up dependent care for children and adults, and a dependent care flexible spending account.

More details about our full list of company benefits can be found on our Total Rewards website.

We believe there are many benefits to providing flexible work arrangements and our Alternate Work Arrangements Policy gives employees whose jobs allow for remote work the opportunity to find a flexible working solution that works best for them. The policy outlines the various alternate work arrangements, expectations of employees in these arrangements and requirements for managers and leaders.

2.4 Health and Safety

At Constellation, safety is our highest priority and a fundamental responsibility we must fulfill for our employees, contract workers, business partners and communities. We maintain goals across each business unit in pursuit of safety and regulatory compliance, measured by KPIs specific to our unique operating environments. The Board's Nuclear Oversight Committee has the highest level of oversight of our enterprise health and safety performance. For more information on Board oversight of our safety programs, please see the Board Governance section.

2.4.1 Workforce Safety

Our Corporate Safety Policy outlines our commitment to the safety and protection of our stakeholders by incorporating safety into our sustainable business strategy. This policy extends to each business unit, which adhere to safety management programs, hazard identification procedures and hazard-specific training. We expect all employees to abide by our safety procedures, including their obligation to question, stop and correct unsafe conditions or behaviors. Contract workers are also expected to adhere to Constellation's safety procedures (or an approved equivalent), and we require contractors to screen their employees for safety risks prior to working at our sites.

At the site level, we implement employee-led safety committees, while our Safety Peer Group operates at the enterprise level. The Safety Peer Group is comprised of business unit Safety Managers who meet quarterly to review our safety procedures, lessons learned from across the Constellation fleet and best practices shared by industry partners. The Safety Peer Group reports to the Corporate Safety Council, which provides executive- level oversight of our health and safety strategy. This group is sponsored by our Chief Generation Officer and comprises the vice presidents responsible for health and safety for each business unit, as well as vice presidents from legal, audit and other key leadership.

To drive continuous improvement, Constellation proactively monitors our performance, conducts risk assessments, leverages industry benchmarking and evaluates novel safety monitoring technology. Additionally, third-party safety audits at select facilities monitor compliance with U.S. Occupational Safety and Health Administration (OSHA) standards.

Employee Engagement in Our Safety Culture

Employees are encouraged to contribute to our proactive safety culture by reporting potential hazards through our injury prevention program, in addition to practicing stop work authority in the presence of unsafe working conditions. Employees can report incidents to their supervisors, our Ethics Office or through our safety behavior observation program. We investigate all reported incidents, as appropriate, to ensure that corrective action is taken to resolve hazards. Nuclear plant workers can also raise concerns around safety through our Nuclear Employee Concerns Program. Our New Hire Orientation includes safety modules, and employee training is supplemented by continuous leadership development programs focused on Constellation's safety culture, as well as additional training for employees and contract workers based on job requirements.

2.4.2 Nuclear Plant Safety

Our Nuclear Oversight Committee advises and assists the Board in overseeing the management and safe operation of our facilities. Our nuclear operations also receive independent oversight from independent Nuclear Safety Review Boards, which review each plant twice per year. At the corporate level, fleet-wide nuclear safety, coordination, regulatory compliance, cost-effectiveness and safe operating practices are governed through our corporate-level Nuclear Management Model and overseen by our Chief Nuclear Officer. Our nuclear plant employees are responsible for implementing corporate safety requirements, supplemented by robust, site-specific procedures.

The NRC closely regulates nuclear operations, requiring all operators to maintain programs to proactively identify, report and resolve nuclear safety, security and operational hazards. Our reporting tools enable employees and contract workers to raise concerns internally and self-report significant safety or security issues, as required, to the NRC. The NRC and Institute of Nuclear Power Operations (INPO) also provide nuclear safety KPIs, which we use alongside metrics specific to Constellation operations to monitor and evaluate real-time performance. We tailor our nuclear safety policies and procedures to the unique operating environments of each facility, all of which meet or exceed the safety standards set by the NRC and INPO.

In addition to securing our nuclear assets from internal risks, we implement multiple layers of strict, redundant physical security measures to protect them against external hazards. Safeguards include physical barriers, security towers and surveillance devices, managed by a team of professional security staff and emergency responders. To protect against cyber-attacks, critical systems are isolated from the internet and are resistant to electrical grid anomalies. We also prepare extensively for natural disasters, as the NRC requires all nuclear plants to be able to withstand the most severe natural phenomena historically reported in a 200-mile radius around each plant.

Employee Training

Nuclear plant employees must complete training, education and qualification curriculum and the training programs for operations, maintenance and technical employees are accredited by the National Nuclear Accrediting Board and taught by INPO-certified instructors. These trainings are comprehensive, lasting nine months for the initial training program to up to two years for NRC-licensed nuclear control room operators. Employees also regularly complete supplemental training to stay abreast of current technological expertise, sector-specific knowledge and performance-enhancing trends.

Emergency Preparedness and Response

Constellation develops and maintains our emergency preparedness and response program in compliance with NRC requirements, which are periodically revised to include new threat scenarios and updated emergency preparedness guidance. Within our nuclear business unit, the Senior Manager of Emergency Preparedness oversees this program. At the site level, we coordinate with and train state, county and local emergency management and response agencies, conducting full Federal Emergency Management Agency (FEMA)-evaluated emergency preparedness exercises with these stakeholders every two years and FEMA Radiological Emergency Preparedness Program-compliant training and exercises annually. While incidents are unlikely, it is critical that community members also understand proper emergency procedures. Constellation distributes emergency communications to communities adjacent to our nuclear facilities on an annual basis and maintains site-specific emergency planning information on our website. For more information on how our nuclear sites engage with our communities, please see the Community Engagement section.

Site Closure and Decommissioning

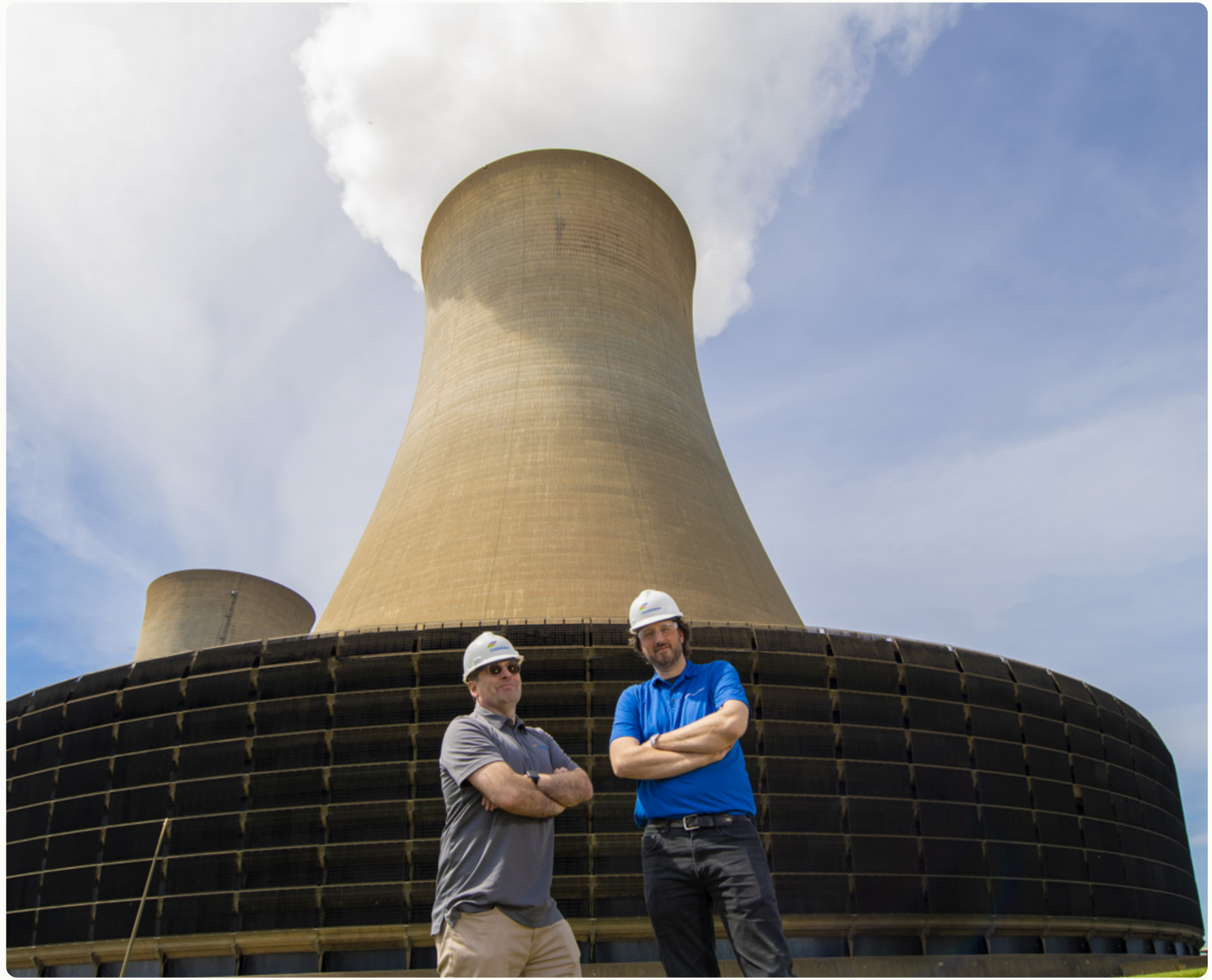
Due to the complexity of upholding safety and environmental quality while decommissioning a nuclear facility, Constellation begins the planning process before sites are even issued operating licenses. For the 21 nuclear generating reactors we currently operate, the NRC requires us to document any radiologically affected areas and maintain and demonstrate evidence of sufficient funding for radiological decommissioning. Constellation has already retired several nuclear units, for which we submitted decommissioning plans and cost estimates to the NRC. We also maintain community engagement activities throughout site decommissioning.

For more information on how we safely handle spent nuclear fuel, please see the Spent Fuel and Waste Management section.

Management Approach of Sustainability Topics

3

Governance



3.1 Governance Structure

3.1.1 Board Governance

Constellation's Board of Directors oversees the implementation of the company's growth and long-term business strategy with a focus on sustainability and value creation. The Board consists of 12 members, including the president and CEO and 11 independent directors[7]. Following best practices, the Board monitors business operations and performance, assesses enterprise risks and evaluates Constellation's executive compensation, sustainability strategy and corporate citizenship initiatives, including environmental stewardship and social responsibility.

Board Committees

To ensure effective governance, the Board delegates specific aspects of sustainability oversight to four standing Board committees.

- The Corporate Governance Committee reviews our environmental strategies, including climate and sustainability policies, with a focus on environmental protection and improvement. This oversight includes issues such as water, biodiversity, air emissions and operational waste. The committee also identifies and evaluates Board candidates and advises on the evaluation process for the Board, its committees and directors.
- The Nuclear Oversight Committee has ultimate oversight responsibility for our enterprise health and safety performance. The committee oversees the safe and reliable management and operation of our nuclear generating facilities and reviews environmental, health and safety laws, regulations and standards applicable to ownership and operation of nuclear power facilities. This includes compliance with policies and procedures to manage and mitigate risks associated with nuclear assets, such as cybersecurity and the safe management of spent nuclear fuel, and oversight of both cybersecurity risks and environmental, health and safety at nuclear facilities.
- The Audit and Risk Committee reviews Securities and Exchange Commission (SEC) disclosures related to environmental, human capital and cybersecurity risks and maintains oversight of the independent auditor. The committee also reviews how the company identifies and addresses sustainability-related risks as part of the broader enterprise risk management framework.
- The Compensation Committee is actively involved in reviewing policies related to executive compensation, human capital and talent development, monitoring and shaping corporate culture and evaluating potential sustainability metrics for compensation programs. The Committee and our executive team are also accountable for our human management strategy.

The responsibilities of each committee are outlined in their respective charters, which are reviewed annually. Our Board regularly discusses sustainability issues and social responsibility matters during quarterly meetings and annual strategy retreats. As a member of the National Association of Corporate Directors (NACD), all of our Board members have access to resources including seminars and conferences related to sustainability matters.

Board Backgrounds and Perspectives

Effective oversight of Constellation's strategic direction requires our Board of Directors to be composed of individuals with diverse backgrounds and perspectives who possess experience, attributes, skills and core competencies important to the company. The Corporate Governance Committee identifies and recommends director nominees for election to the Board and periodically retains a search firm to assist with the identification of potential candidates. The Corporate Governance Committee and the Board determine the appropriate mix of skills and characteristics required to meet the needs of the Board as a whole and evaluate the qualifications of each director candidate in accordance with the criteria described in the director qualification standards section of our Corporate Governance Principles. The Board believes that directors should be selected so that the Board represents diverse experience at various policy-making and executive levels in business, government and sectors relevant to the company's business operations.

3.2 Stakeholder Engagement

Through close collaboration with our stakeholders, we continuously strengthen our decision-making processes so that our sustainability initiatives effectively address stakeholder concerns. We actively engage with stakeholders by integrating their perspectives into the development of our sustainability strategy and business plans. This includes hosting biannual investor calls for our largest institutional investors and utilizing various communication methods such as calls, meetings, publications and surveys to engage with other stakeholders throughout the year.

Our active shareholder engagement process provides the Board and its committees with valuable insight into investor perspectives and priorities. As part of this process, we contact the majority of our largest shareholders with offers to engage. The Constellation engagement team is composed of members from our Office of Corporate Governance, Investor Relations, Sustainability, Compensation and Human Resources departments. The engagement team meets with shareholders to discuss a wide variety of issues, including business operations and strategy, sustainability and climate matters, executive compensation, human capital and Board composition and effectiveness. The feedback received from shareholders and other stakeholders is shared with each Board committee and the Board, as appropriate.

3.2.1 Memberships

We also maintain memberships with and actively participate in trade associations and other organizations to further our sustainability efforts, advance the adoption of clean energy technology and expand 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.

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 (NEI), The Clean Energy Group, Center for Climate and Energy Solutions (C2ES), Energy Strategy Coalition and the Clean Energy Buyers Association (CEBA). 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.

Involvement in industry-specific organizations like CEBA, EPRI, NEI, The Retail Energy Supply Association (RESA), The Energy Professionals Association (TEPA), and many

7. In December 2024, we appointed two new members to the Board. Another long-time independent director retired from the Board at the end of 2024 and is included in the **Sustainability Data Table** for a total count of 13.
The value reported here reflects the count at the time of publication in June 2025. Directors are considered independent based on criteria set by The Nasdaq Global Select Market and outlined in the Constellation Corporate Governance Principles.

others also provide unique opportunities to gain a more strategic perspective while building technical expertise.

For more information on how we engage with local stakeholders in the communities where we operate, see the Community Engagement section.

3.3 Risk Management

To effectively manage risks, we follow a layered approach that combines both top-down and bottom-up methodologies. The top-down approach involves identifying and analyzing risks from a strategic perspective and gaining a comprehensive understanding of external factors such as the macro environment, industry trends, regulations and stakeholder expectations. The bottom-up approach focuses on identifying and analyzing risks from an operational perspective, involving employees who actively identify and report on environmental, social or operational concerns. These two approaches create a holistic risk management framework that proactively addresses challenges and safeguard our ability to operate responsibly, protect stakeholders' interests and maintain long-term business continuity. For more information on our business risks, please see Item 1A. Risk Factors in our 2024 Form 10-K.

3.4 Ethical Business Conduct

3.4.1 Ethics and Compliance

The Board's Audit and Risk Committee reviews ethics and compliance program policies and procedures pertaining to the prevention of illegal payments, conflicts of interest and other questionable practices. Constellation's Ethics and Compliance Office provides governance and oversight of the Company's corporate compliance program and is the primary resource for ethics advice and interpretation of the Code of Business Conduct. Our Ethics and Compliance office conducts various risk assessments to help identify compliance risks and assess controls for those risks. It works with business teams on the appropriate design, implementation, and testing of controls for various compliance obligations. The Chief Ethics and Compliance Officer reports to the Audit and Risk Committee quarterly. For more information on Board oversight of our ethics programs, please see the Board Governance section.

Constellation employs a multifaceted approach to track and enhance the effectiveness of our ethics program. Reported case statistics are documented and presented to the Audit and Risk Committee. Additionally, we conduct various employee training courses and share relevant communications on ethics topics across our workforce. We assess our ethical culture annually through a survey that accompanies our Code of Business Conduct training, and the Ethics and Compliance Office tracks incoming ethics reports through the Ethics Help Line. To ensure our processes remain up-to-date and effective, we review our ethics and compliance program and policies and identify key priority areas for improvement.

3.4.2 Code of Business Conduct

Constellation's Code of Business Conduct (Code) details our expectations for our core values and legal and ethical obligations. Our Code contains guidelines for topics including conflicts of interest, respectful workplace conduct, safety, protecting company assets and confidential information, fighting bribery and corruption, government interactions and competing with integrity. In 2024, we updated our Code to include expectations around additional topics including human rights, anti-money laundering and trade laws.

Employee Training

All employees, directors, officers, subsidiaries and relevant third parties are expected to uphold the standards of the Code. To ensure that employees understand these expectations, they must complete annual training on the Code, which includes anti-corruption topics. Annual training is supplemented by ad-hoc, targeted training as needed, and new people leaders receive specific ethics training to reinforce ethical principles. Employees (other than unionized employees) and Board members complete an annual certification questionnaire to disclose conflicts of interest and affirm their understanding of the Code. To help ensure compliance with the Code, our Human Resources team participates in meetings to monitor and discuss ethics cases and determine necessary actions.

The Code is also reinforced by supplementary policies, such as our management model policies focusing on anti-corruption, information governance and prevention of discrimination, harassment and retaliation on which employees receive additional training. Additional anti-corruption training is provided for relevant roles.

Our commitment to responsible business practices extends beyond our direct operations and we aim to work with suppliers who align with our values. For more information about our ethical expectations we have for our Supply organization-managed suppliers, please see the Supply Chain section.

3.4.3 Voicing Concerns

We maintain several communication channels for stakeholders, such as employees and local community members, to report concerns or ask questions. This includes our Ethics Office email and a 24-hour Ethics Help Line, which has an anonymous reporting option available via phone and web portal. Additionally, the Nuclear Employee Concerns Program provides a dedicated avenue for nuclear plant workers to raise and address nuclear safety concerns. We maintain a strict policy against retaliation towards any stakeholder who reports in good faith a concern of potential unethical behavior or violations of the Code. The Code is appropriately enforced, regardless of seniority, role or location of those involved in misconduct. Disciplinary actions may include reprimand, suspension, demotion, reduction of performance ratings and incentive awards or termination.

3.5 Cybersecurity

Our cybersecurity risk management strategy is established at the executive level and is implemented through our cybersecurity program, which deploys risk-based security controls and services to protect our customers, personnel, information and cyber assets. The program aligns enterprise cyber and physical security controls with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and other industry standards such as the North American Electric Reliability Corporation Critical Infrastructure Protection standards and NRC Cybersecurity Rule (10 CFR 73.54).

3.5.1 Cybersecurity Oversight and Management

We follow processes for assessing, identifying and managing material risks from cybersecurity threats to the company, including governance at the Board-

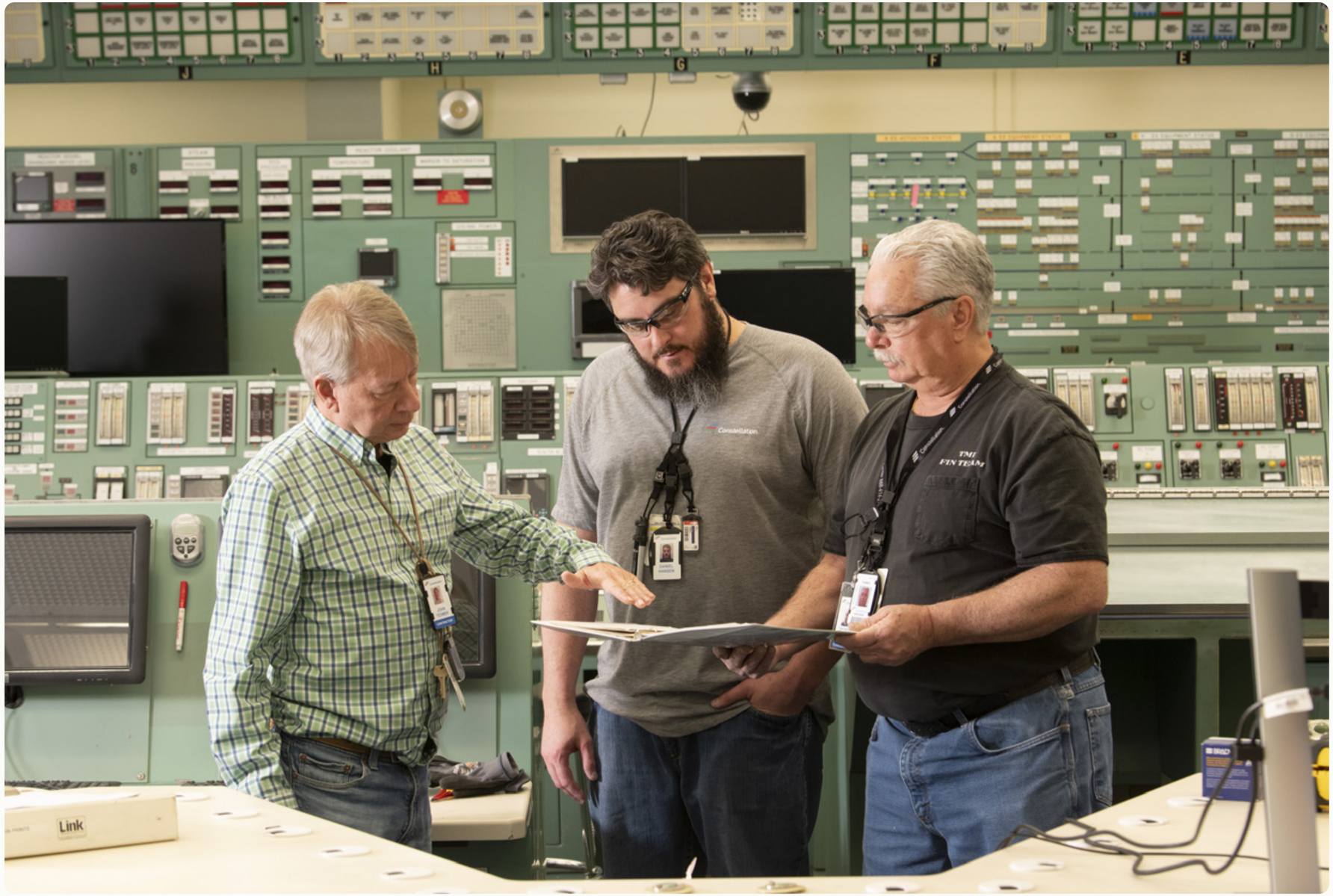
level and executive management accountability for executing our cyber risk management strategy and the controls designed to protect our operations. Our Board is actively engaged in monitoring the performance of Constellation's cybersecurity program and maintains oversight of the Company's enterprise risk program, including with respect to commodity markets, market design, enterprise security (physical and cyber), operating risks, and financial performance. While the full Board retains ultimate responsibility and oversight of the Company's cybersecurity risk management practices, the Nuclear Oversight Committee and the Audit and Risk Committee also have cybersecurity risk management as part of their charters. The Nuclear Oversight Committee is tasked with overseeing compliance with policies and procedures to manage and mitigate cybersecurity risks associated with our nuclear assets. The Audit and Risk Committee oversees policies and processes established by management to identify, assess, monitor, manage and control Constellation's material strategic, financial, operational, regulatory, business unit, reputational and other risks, including technology and cyber risks.

Our cybersecurity strategy is enhanced by regular review of business continuity plans conducted every two years and annual cyber drills. To continuously improve our efforts, we conduct internal assessments of our security controls program. Beginning in 2024, we initiated an external assessment of the cybersecurity program which we will repeat every two years.

For more information on Board oversight of our cybersecurity programs, please see the Board Governance section. For more information on our cybersecurity approach, please see Item 1C. Cybersecurity in our 2024 Form 10-K.

Employee Training

Beyond our strong technical safeguards, we place a high priority on employee awareness and mandate cybersecurity training for all new and existing employees and contractors with access to our network. Cybersecurity training is conducted annually for current employees.



Sustainability Data Table

Constellation's Sustainability Data Table discloses our performance for key sustainability topics. Metrics reflect company-wide data and are reported based on calendar year, unless otherwise indicated. Additional context is provided in previous sections of this document as well as in our 2025 Sustainability Report.

Please Note: The abbreviation "N/A" refers to metrics that are not applicable to Constellation, while the abbreviation "N/R" refers to metrics that were not reported in previous Sustainability Reports.

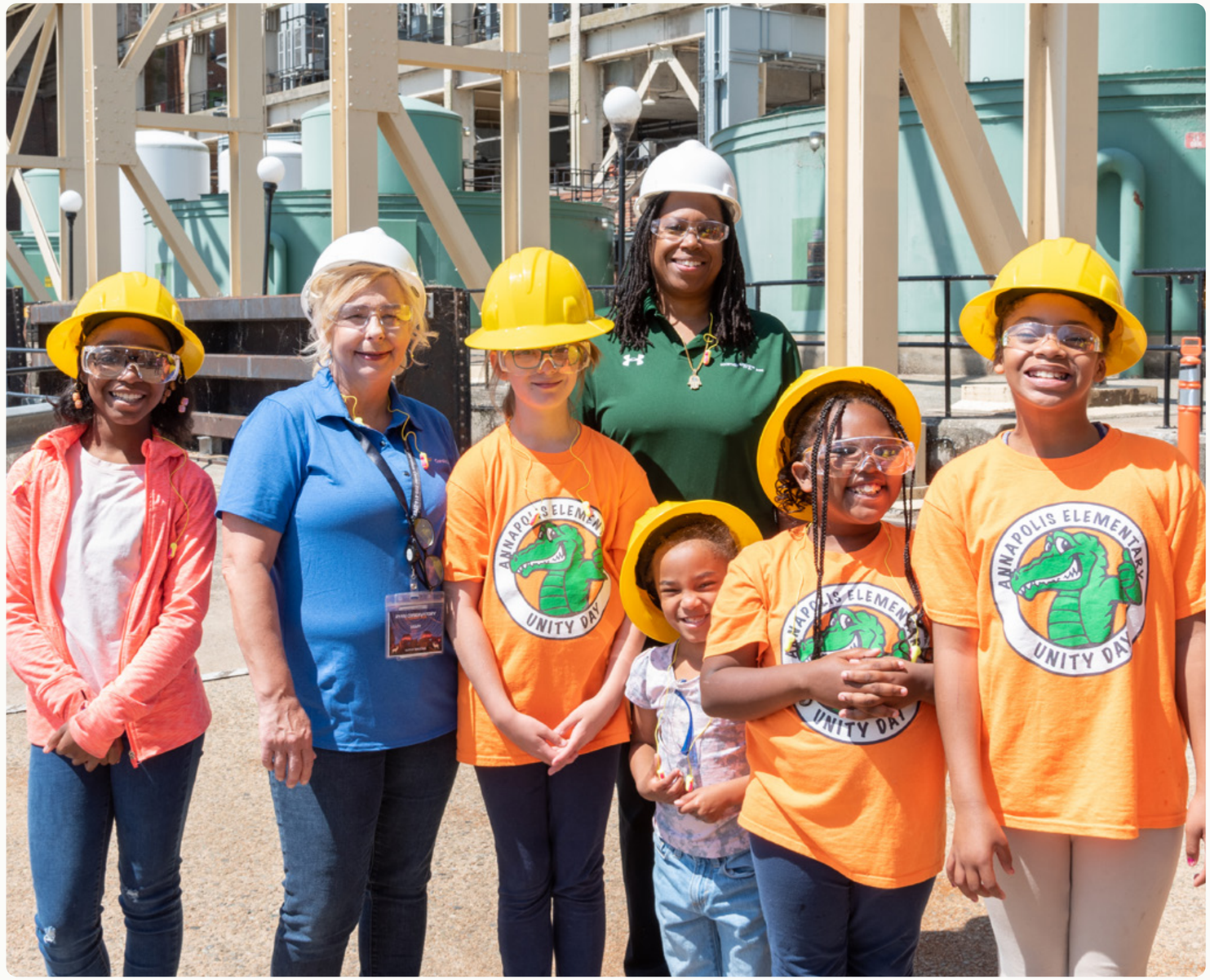
Constellation 2025 Sustainability Report

KEY LINKS

Constellation Code of Business Conduct

Constellation 2025 Form 10-K

Constellation 2025 Proxy Statement



	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
General						
Financial Performance	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Operating revenues	Million USD	$24,440	$24,918	$23,568	GRI 201-1	For more information on our financial performance, please refer to Constellation's 2024 Form 10-K.
Operating income (loss)	Million USD	$495	$1,610	$4,352		
Market Information	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total customers served (annual average)	Number	1,732,657	1,984,408	1,711,296	SASB IF-EU-000.A	Customer counts are for power customers only.
Residential	*Number*	*1,177,006*	*1,392,245*	*1,113,912*		
Commercial	*Number*	*546,133*	*583,352*	*589,039*		
Industrial	*Number*	*9,518*	*8,811*	*8,345*		

Energy Generated and Sold	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Total electricity generated	GWh	198,949	200,785	208,434		Please refer to the Sales and Supply Sources section in Constellation's 2024 Form 10-K for additional details on 2024 and 2023 data. This data index shows net generation GWhs calculated based on Constellation's ownership level of generation assets according to the equity share boundary approach, as defined by the GHG Protocol. The generation table in Constellation's 2024 Form 10-K shows our ownership of consolidated generating facilities at 100 percent to be consistent with the income statement presentation
Nuclear	GWh	173,350	174,046	181,783		
Share of Constellation generation	*Percent*	*87%*	*87%*	*87%*		
Natural gas and oil	GWh	21,563	22,959	20,616		
Share of Constellation generation	*Percent*	*11%*	*11%*	*10%*		
Renewables and storage	GWh	4,036	3,779	5,752		
Share of Constellation generation	*Percent*	*2%*	*2%*	*3%*		
Share of electricity generated in regulated markets	Percent	3.1%	2.2%	3.6%		

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Energy Generated and Sold	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total owned generating capacity	MW	32,355	33,094	31,676	SASB IF-EU-000.D	Increase in capacity in 2023 compared to 2022 due to acquisition of ownership stake in South Texas Project Electric Generating Station (STP).
Nuclear	MW	20,895	22,070	22,068		
Share of total Constellation owned generating capacity	*Percent*	*65%*	*67%*	*70%*		
Nuclear fleet capacity factor	*Percent*	*94.8%*	*94.4%*	*94.6%*		Capacity factor refers to the ratio of electrical energy produced by our nuclear generating fleet for a period of time compared to the electrical energy that could have been produced at continuous full power operation during the same period. Data reflects the capacity factor for nuclear facilities operated by Constellation.
Natural gas and oil	MW	8,807	8,461	7,045		The decrease in reported net capacity in 2024 reflects the planned retirement of our Mystic natural gas plant in Massachusetts.
Share of total Constellation owned generating capacity	*Percent*	*27%*	*26%*	*22%*		
Renewables and storage	MW	2,653	2,563	2,563		
Share of total Constellation owned generating capacity	*Percent*	*8%*	*8%*	*8%*		
Total electricity delivered to customers	MWh	201,914,320	197,989,177	194,563,539	SASB IF-EU-000.B	
Residential customers	*MWh*	*12,110,749*	*11,797,826*	*10,137,318*		
Commercial customers	*MWh*	*103,830,270*	*104,493,054*	*106,998,384*		
Industrial customers	*MWh*	*19,200,571*	*18,802,190*	*18,945,013*		
All other retail customers	*MWh*	*544,522*	*434,298*	*482,824*		
Wholesale customers	*MWh*	*66,228,208*	*62,461,809*	*57,666,742*		
Wholesale electricity purchased for customers	TWh	70.7	67.2	61.0	SASB IF-EU-000.E	
Natural gas purchased for customers	MMBtu	1,131,174,557	1,173,405,651	1,165,029,381		

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Environmental						
Energy/Fuel Consumption	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	
Total energy/fuel consumed	GWh	48,098	51,727	45,622	GRI 302-1 GRI 302-2	Per CDP guidance, this data excludes nuclear fuel. 2022 data throughout the Climate section of this Data Index may differ from previously disclosed amounts due to re-baselining, as discussed in more detail below in the Greenhouse Gas Emissions section of this Data Index. Please note that individual values may not sum to the total value due to rounding.
Total non-renewable energy/fuel	*GWh*	*47,144*	*50,768*	*44,805*		
Total renewable energy/fuel	*GWh*	*43*	*43*	*30*		
Total purchased electricity	*GWh*	*911*	*916*	*788*		
Percentage of energy consumed from	*Percent*	*2.0%*	*1.8%*	*1.7%*		
Energy consumption intensity	GWh / million USD revenue	1.97	2.08	1.94	GRI 302-3	
Customer Energy Consumption	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	
Reductions in energy requirements of sold products and services achieved during the reporting period	MWh	571,307	511,306	470,809	GRI 302-5 SASB IF-EU-420a.3	This data only includes energy savings realized through customer energy efficiency projects implemented by Constellation Energy Solutions.

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Greenhouse Gas Emissions	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	
Scope 1 GHG emissions	Metric tons of CO_2e	9,102,084	9,679,181	8,403,750	GRI 305-1 SASB IF-EU-110a.1	Gases included in the calculation include CO_2, CH_4, N_2O, HFCs, PFCs, and SF_6. Constellation calculates Scope 1 emissions using guidance from the IPCC 4th Assessment Report. The decrease to our Scope 1 emissions in 2024 is the result of our natural gas generation assets in Texas being called on less frequently than in prior years, planned and unplanned outages, and the planned retirement of our Mystic natural gas plant in Massachusetts. The increase to our Scope 1 emissions in 2023 was the result of our natural gas generation assets in Texas being called on more frequently and for longer durations than in prior years to ensure the reliable delivery of power to meet the demand of that state's electricity grid. Per GHG Protocol guidance, the GHG "inventory boundary must be held consistent between those data sets that are used for a direct comparison over time." Following this, we conducted a re-baselining of our GHG inventory for 2023 and 2022 to ensure comparison of "like with like" emissions boundaries and calculation methodologies over time. Re-baselining was triggered after exceeding our 5percent re-baselining threshold due to (1) changes in our organizational structure due to acquisition and divestment, (2) improvements to our GHG accounting methodology for better alignment to GHG Protocol guidance, and (3) updated, more accurate source data from which our GHG emissions are calculated.
Scope 1 biogenic CO2 emissions	*Metric tons CO_2e*	*12*	*13*	*9*	GRI 305-1	This represents CO_2 emissions from the combustion or biodegradation of biomass.
Percentage of Scope 1 emissions covered under emissions-limiting regulations	*Percent*	*8.5%*	*6.4%*	*9.7%*	SASB IF-EU-110a.1	
Percentage of Scope 1 emissions covered under emissions-reporting regulations	*Percent*	*99.4%*	*99.4%*	*99.2%*		

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Greenhouse Gas Emissions	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	
Scope 2 (location-based) GHG emissions	Metric tons CO_2e	298,226	292,891	235,746	GRI 305-2	Gases included in the calculation include CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3, but only CO_2, CH_4, and N_2O are relevant to our operations. Constellation calculates Scope 2 emissions using guidance from the IPCC 4th Assessment Report. Our location-based Scope 2 emissions decreased by 20 percent in 2024 compared to 2023. This decrease can be attributed to a few factors: a decrease in grid emission rates in two regional grids where we operate, PJM and ERCOT in Texas; slightly less pumping power used at our Muddy Run pumped storage hydroelectric facility; and some operational changes at our plants yielding less energy consumption.
Scope 2 (market-based) GHG emissions	Metric tons CO_2e	362,974	379,850	66,756		Our market-based Scope 2 emissions decreased by 82 percent, driven by hourly carbon-free energy matching of our purchased electricity usage with deliverable supply of carbon-free energy from our PJM Interconnection nuclear fleet at four of our nuclear plants in Illinois - LaSalle, Quad Cities, Byron, and Braidwood - as well as Muddy Run in Pennsylvania. We intend to only account for reductions in our market-based Scope 2 inventory if our energy consumption is matched with carbon-free energy on an hourly basis and from generation resources within the same market boundary as our load. In 2023, our Scope 2 market-based emissions were higher compared to our Scope 2 location-based emissions due to the use of residual mix emission factors, in line with GHG Protocol Scope 2 guidance Table 6.3 Market-based Scope 2 data hierarchy examples. Voluntary and compliance purchases of clean energy were removed from the energy mix (the denominator for residual mix emission factor) to more accurately reflect emissions associated with a buyer's purchases and avoid double counting of clean energy attributes. Historically, we had 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 re-baselined ourhistoric market-based Scope 2 inventories and used 2023 to reset, without any procurement of contractual instruments against our 2023 inventory, while we turned our ambitions toward making progress on hourly matching against our own electricity use in our 2024 market-based Scope 2 inventory and beyond. Had we continued the historic practice of retiring EFECs to cover 100 percent of our annual grid-supplied electric use in the PJM market territory, our Scope 2 market-based emissions would have increased by 13.4 percent in 2023 compared to 2022, from approximately 46,000 to 53,000 metric tons of CO_2e.

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Greenhouse Gas Emissions	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	
Total Scope 1 and 2 (location-based) GHG emissions	Metric tons CO_2e	9,400,309	9,972,072	8,639,496	GRI 305-2	
Total Scope 1 and 2 (market-based) GHG emissions	Metric tons CO_2e	9,465,058	10,059,031	8,470,505		
GHG emissions intensity (Scope 1 and 2, location-based)	Metric tons CO_2e / million USD revenue	385	400	367	GRI 305-4	Denominator represents total operating revenues.
GHG emissions intensity (Scope 1 and 2, market-based)	Metric tons CO_2e / million USD revenue	387	404	359		
Total relevant scope 3 GHG emissions	Metric tons CO_2e	81,398,873	87,482,855	84,580,903	GRI 305-3	Constellation calculates Scope 3 emissions using guidance from the IPCC 4th Assessment Report. There are 17 potential Scope 3 categories. Constellation currently tracks and reports those most pertinent to our business and where we can most effectively take action today. Additional information on Scope 3 accounting can be found at http://ghgprotocol.org/scope-3-technical-calculation-guidance.
Category 3 - Fuel- and energy-related: Long-term and spot market power purchases for resale—fossil	*Metric tons CO_2e*	*21,050,841*	*24,922,161*	*22,480,343*		Includes owned and Power Purchase Agreement (PPA) renewables for which attributes may have been sold as RECs or retired for Renewable Portfolio Standards (RPS) obligations.
Category 11 - Use of sold products: natural gas sold by Constellation New Energy (as used by customers)	*Metric tons CO_2e*	*60,079,112*	*62,322,096*	*61,877,593*		
Category 11 - Use of sold products: heating and cooling equipment operated for others	*Metric tons CO_2e*	*259,284*	*226,578*	*207,317*		
Category 6 - Business travel	*Metric tons CO_2e*	*3,261*	*5,817*	*5,800*		
Category 8 - Upstream leased activities: Fuel and energy used in leased facilities and equipment	*Metric tons CO_2e*	*6,376*	*6,203*	*9,850*		

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
GHG Emissions Reductions/Avoidance	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total avoided GHG emissions from carbon-free generation asset	Metric tons CO_2e	124,235,613	124,553,213	126,321,224		2024 data estimated based on 188 TWhs of zero-emissions electricity generated by our nuclear and renewable fleet during 2024, using the U.S. Environmental Protection Agency's (EPA) GHG Equivalencies Calculator. Please note that individual values may not sum to the total value due to rounding.
Avoided GHG emissions – nuclear generation	*Metric tons CO_2e*	*121,099,805*	*121,587,152*	*122,157,977*		
Avoided GHG emissions – renewable generation	*Metric tons CO_2e*	*3,135,807*	*2,966,061*	*4,163,247*		
GHG emissions reduced as a direct result of reduction initiatives	Metric tons CO_2e	243,749	227,898	208,644	GRI 305-5	This data only includes GHG emissions avoided as a result of customer energy efficiency projects implemented by Constellation Energy Solutions.
Other Significant Air Emissions	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Nitrogen oxide (NO_x) emissions	Metric tons	938	804	699	GRI 305-7 SASB IF-EU-120a.1	In 2024, our measured emissions intensity rates, on a per MWh generated basis, for NO_x and SO_x were well below the U.S. electric generation industry average, and we have lowered our NO_x and SO_x emission rates each by 59 and 78 percent, respectively, since 2019. For more information, please see the most recent Benchmarking Air Emissions Report, published November 2024.
NO_x emissions intensity	*kg/MWh generated*	*0.005*	*0.004*	*0.003*		
Sulfur oxide (SO_x) emissions	Metric tons	118	53	45		
SO_x emissions intensity	*kg/MWh generated*	*0.0006*	*0.0003*	*0.0002*		
Particulate matter (PM), Lead (Pb), Mercury (Hg), Volatile Organic Compounds (VOCs), Persistent organic pollutants (POP) and Hazardous air pollutants (HAP) emissions	Metric tons	N/A	N/A	N/A	GRI 305-7 SASB IF-EU-120a.1	Constellation generation assets do not emit lead or mercury, or material amounts of PM_{10}.
Ozone-depleting substances (ODS) emissions	Metric tons of CFC-11 equivalent	3.76	1.59	4.92	GRI 305-6	

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Environmental Compliance	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Percentage of generation operations covered under an environmental management system (EMS)	Percent	See Additional Information column for more details.				Refer to Constellation 2025 Sustainability Report: Minimizing Environmental Impacts section and to the 2025 CSR Data and Disclosure Appendix: Environmental Protection section for additional details.
Total permit non-compliances	Number	12	16	14	GRI 2-27 SASB IF-EU-140a.2	
Air	*Number*	6	4	2		
Land	*Number*	*0*	*1*	*0*		
Water	*Number*	*6*	*11*	*12*		
Total notices of violation (NOVs)	Number	0	0	2		
Air	*Number*	*0*	*0*	*0*		
Land	*Number*	*0*	*0*	*0*		
Water	*Number*	*0*	*0*	*2*		
Total monetary value of significant fines	Million USD	0	0	0		
Total reportable spills	Number	0	2	3		Only spills that exceed federal reportable quantities for ground or water are disclosed here.

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Water	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total water withdrawal/intake	Megaliters	46,682,483	48,697,737	49,137,199	GRI 303-3 SASB IF-EU-140a.1	
Share of withdrawn water returned to source	*Percent*	*98.5%*	*98.5%*	*98.4%*		
Total water discharge	Megaliters	45,974,591	47,960,046	48,336,443	GRI 303-4	
Total water consumption	Megaliters	707,892	737,692	800,757	GRI 303-5 SASB IF-EU-140a.1	We use the World Resources Institute Aqueduct tool to aggregate water stress indicators and understand projections of future water scarcity under scenarios of climate change and economic growth. Our facilities with the greatest consumptive water use operate in low-medium risk regions. Some of our solar, wind and simple cycle combustion turbine installations operate in high water risk areas; however, these assets use negligible amounts of water and do not face risks associated with water scarcity.
Total water consumed in areas with water stress	*Megaliters*	*Negligible in all 3 yrs*				
Total water recycled through closed cycle cooling systems	Megaliters	7,003,852	6,649,680	6,951,292		
Biodiversity	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Site biodiversity programs certified by the Wildlife Habitat Council (WHC)—now part of Tandem Global	Number	14	15	15	GRI 304-3	For more information on our WHC-certified programs, please visit Tandem Global's website and select "Constellation" from the "Company/Organization" drop-down menu.

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Waste	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total hazardous waste generated	Metric tons	26	42	47	GRI 306-3 GRI 306-4	Hazardous waste data includes nonradioactive hazardous waste in accordance with the Resource Conservation and Recovery Act (RCRA), a federal law which governs the disposal of hazardous and solid waste in the U.S. Data does not include universal waste (a specially-regulated subset of hazardous waste that encompasses certain waste items, including batteries, mercury-containing lamp bulbs, etc., as defined by U.S. EPA regulations), and electronic waste categories.
Hazardous waste diverted from disposal	*Metric tons*	*<1*	*1*	*10*		
Total non-hazardous waste generated	Metric tons	N/R	N/R	4,251		
Non-hazardous waste diverted from disposal	*Metric tons*	*N/R*	*N/R*	*1,865*		
Total universal waste generated	Metric tons	N/R	N/R	41		
Universal waste diverted from disposal	*Metric tons*	*N/R*	*N/R*	*29*		
Total waste generated (non-radioactive)	Metric tons	N/R	N/R	4,339		
Total waste diverted from disposal (non-radioactive)	*Metric tons*	*N/R*	*N/R*	*1,904*		
Total radioactive waste disposed	Cubic meters	1,393	1,849	1,681		This metric relates to the volume of low-level radioactive waste disposed, which is any material that enters a radioactive-contaminated area that cannot be reused anymore - such as metal, gloves, scrubs and reins, etc. - and is shipped to approved regulated facilities for disposal. For additional context on how we safely manage nuclear waste, please see the Waste Management section of our 2025 Sustainability Report, and the Spent Fuel and Waste Management section.

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Social						
Workforce Composition	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total number of employees	Number	13,408	13,871	14,264	GRI 2-7	
By employment type						
Regular employees	Number	13,370	13,833	14,219	GRI 2-7	Regular employees hold a position where employment is for an indeterminate period and the position is expected to continue on an ongoing basis. This is consistent with the definition of "permanent employee" per the 2021 Global Reporting Initiative (GRI) Standards.
Male	*Number*	*10,414*	*10,672*	*10,897*		
Female	*Number*	*2,889*	*3,078*	*3,232*		
Not disclosed	*Number*	*67*	*83*	*90*		
Temporary employees	Number	38	38	45		Temporary employees hold a position (with or without a contract) for a limited period with an expected end date, typically based on completion of a specific assignment, project, or event. This is consistent with the definition of "temporary employee" per the 2021 GRI Standards.
Male	*Number*	*25*	*28*	*27*		
Female	*Number*	*13*	*10*	*18*		
Full-time employees	Number	13,354	13,813	14,215		
Male	*Number*	*10,416*	*10,674*	*10,904*		
Female	*Number*	*2,871*	*3,056*	*3,221*		
Not disclosed	*Number*	*67*	*83*	*90*		
Part-time employees	Number	54	58	49		
Male	*Number*	*23*	*26*	*20*		
Female	*Number*	*31*	*32*	*29*		

	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Workforce Composition	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Sex by career level						
Total					GRI 405-1	
Male	*Percent of Total*	*78%*	*77%*	*77%*		Please note that individual values may not total 100 percent due to rounding.
Female	*Percent of Total*	*22%*	*22%*	*23%*		
Not disclosed	*Percent of Total*	*<1%*	*1%*	*<1%*		
Staff						
Male	*Percent of Staff*	*78%*	*76%*	*76%*		Please note that individual values may not total 100 percent due to rounding.
Female	*Percent of Staff*	*22%*	*23%*	*23%*		
Not discolsed	*Percent of Staff*	*<1%*	*1%*	*1%*		
Management						
Male	*Percent of Management*	*80%*	*80%*	*78%*		Management is defined as managers as well as all employees who have direct reports and supervisory responsibilities. Please note that individual values may not total 100 percent due to rounding.
Female	*Percent of Management*	*20%*	*19%*	*22%*		
Not discolsed	*Percent of Management*	*<1%*	*1%*	*1%*		
Executives						
Male	*Percent of Executives*	*76%*	*78%*	*78%*		Executives are defined as vice presidents and senior level officials that plan, direct, or coordinate activities typically with the support of subordinate executives and managers.
Female	*Percent of Executives*	*24%*	*22%*	*22%*		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Workforce Composition	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Race or ethnicity by career level						
Total					GRI 405-1	
American Indian or Alaska Native	*Percent of Total*	*0.4%*	*0.4%*	*0.4%*		
Asian	*Percent of Total*	*4.3%*	*4.5%*	*4.7%*		
Black or African American	*Percent of Total*	*6.9%*	*7%*	*7.1%*		
Hispanic or Latino	*Percent of Total*	*5.2%*	*5.7%*	*6.4%*		
Native Hawaiian or other Pacific Islander	*Percent of Total*	*0.1%*	*0.2%*	*0.1%*		
Not disclosed	*Percent of Total*	*1.8%*	*1.9%*	*2.0%*		
Two or more races	*Percent of Total*	*2.2%*	*2.2%*	*2.7%*		
White	*Percent of Total*	*79.0%*	*78.0%*	*76.6%*		
Staff						
American Indian or Alaska Native	*Percent of Staff*	*0.5%*	*0.4%*	*0.4%*		
Asian	*Percent of Staff*	*4.4%*	*4.7%*	*4.8%*		
Black or African American	*Percent of Staff*	*7.4%*	*7.6%*	*7.6%*		
Hispanic or Latino	*Percent of Staff*	*5.6%*	*6.3%*	*7.0%*		
Native Hawaiian or other Pacific Islander	*Percent of Staff*	*0.2%*	*0.2%*	*0.2%*		
Not disclosed	*Percent of Staff*	*1.9%*	*2.0%*	*2.2%*		
Two or more races	*Percent of Staff*	*2.3%*	*2.5%*	*2.9%*		
White	*Percent of Staff*	*7.7.7%*	*76.3%*	*75.0%*		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Workforce Composition	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Race or ethnicity by career level						
Management						
American Indian or Alaska Native	*Percent of Management*	*0.3%*	*0.3%*	*0.3%*		Management is defined as managers as well as all employees who have direct reports and supervisory responsibilities. Please note that individual values may not total 100 percent due to rounding.
Asian	*Percent of Management*	*3.7%*	*3.9%*	*4.4%*		
Black or African American	*Percent of Management*	*4.9%*	*5.1%*	*5.3%*		
Hispanic or Latino	*Percent of Management*	*3.4%*	*3.5%*	*4.2%*		
Native Hawaiian or other Pacific Islander	*Percent of Management*	*0%*	*0%*	*0%*		
Not disclosed	*Percent of Management*	*1.3%*	*1.4%*	*1.3%*		
Two or more races	*Percent of Management*	*1.8%*	*1.5%*	*2.3%*		
White	*Percent of Management*	*84.6%*	*84.0%*	*82.1%*		
Executives					GRI 405-1	Executives are defined as vice presidents and senior level officials that plan, direct, or coordinate activities typically with the support of subordinate executives and managers.
Asian	*Percent of Executives*	*4.5%*	*5.6%*	*6.5%*		
Black or African American	*Percent of Executives*	*1.5%*	*3.5%*	*3.9%*		
Hispanic or Latino	*Percent of Executives*	*2.2%*	*2.8%*	*2.6%*		
Two or more races	*Percent of Executives*	*2.2%*	*0.7%*	*0.7%*		
White	*Percent of Executives*	*89.6%*	*87.5%*	*86.3%*		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Workforce Composition	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Age by career level						
Total						Metric is based on the number of regular (excluding temporary) employees. Please note that individual values may not total 100 percent due to rounding.
Aged < 30	*Percent of Total*	*13%*	*13%*	*14%*		
Aged 30-50	*Percent of Total*	*56%*	*56%*	*56%*		
Aged > 50	*Percent of Total*	*32%*	*31%*	*30%*		
Staff						
Aged < 30	*Percent of Staff*	*15%*	*16%*	*18%*		
Aged 30-50	*Percent of Staff*	*54%*	*54%*	*55%*		
Aged > 50	*Percent of Staff*	*31%*	*30%*	*28%*		
Management						Management is defined as managers as well as all employees who have direct reports and supervisory responsibilities. Please note that individual values may not total 100 percent due to rounding.
Aged < 30	*Percent of Management*	*2%*	*2%*	*2%*		
Aged 30-50	*Percent of Management*	*63%*	*63%*	*65%*		
Aged > 50	*Percent of Management*	*35%*	*35%*	*34%*		
Executives					GRI 405-1	Executives are defined as vice presidents and senior level officials that plan, direct, or coordinate activities typically with the support of subordinate executives and managers. Please note that individual values may not total 100 percent due to rounding.
Aged < 30	*Percent of Executives*	*0%*	*0%*	*0%*		
Aged 30-50	*Percent of Executives*	*47%*	*47%*	*46%*		
Aged > 50	*Percent of Executives*	*53%*	*53%*	*53%*		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Talent Development	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Percentage of total employees in positions designated to receive regular performance reviews who received performance reviews	Percentage	N/R	96%	97%	GRI 404-3	Positions that are part of a bargaining unit and comparable positions at non-represented sites are not designated to receive regular performance reviews. Employees who are on leaves of absence or new to role may not receive a performance review, depending on timing.
Average training hours per employee	Number	N/R	N/R	89	GRI 404-1	
Employee Hiring and Turnover	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total employee turnover	Number	1,486	1,063	1,060	GRI 404-1	For information on our employee turnover rates, please refer to the Turnover Rates section in Constellation's 2024 Form 10-K (page 26). In 2024, this metric was calculated using the actual number of terminations (voluntary—including for retirement—and involuntary) during the year divided by the number of regular employees as of December 31, 2024. This metric excludes temporary employees.
By sex						
Male	*Number*	*1,169*	*844*	*862*		
Female	*Number*	*312*	*205*	*190*		
Not discolosed	*Number*	*5*	*14*	*8*		
By age group					GRI 404-1	
Aged < 30	*Number*	*225*	*203*	*154*		
Aged 30-50	*Number*	*586*	*411*	*390*		
Aged > 50	*Number*	*675*	*449*	*516*		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Total new hires	Number	2,046	1,519	1,420		Please note that individual values may not sum to the total value due to rounding.
By sex						
Male	*Number*	*1,532*	*1,106*	*1,060*		
Female	*Number*	*475*	*395*	*346*		
Not discolosed	*Number*	*39*	*18*	*14*		
By age group						
Aged < 30	*Number*	*798*	*621*	*626*		
Aged 30-50	*Number*	*1,018*	*730*	*659*		
Aged > 50	*Number*	*230*	*168*	*135*		67 percent of the 2024 turnover amount for this age group is due to retirements.

Collective Bargaining Agreements (CBAs)	Unit	2022	2023	2024	GRI/SASB Indicator	Additional Information
Total employees covered by CBAs	Number	3,342	3,343	3,333	GRI 2-30	
	Percent	25%	25%	23%		
Total employees covered by CBAs (new and renewed)	Number	74	410	726		
Total active CBAs	Number	21	21	21		
CBAs negotiated by Constellation (new and renewed)	Number	1	4	8		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Employee Engagement	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Engagement survey results						
Percentage of employees who responded to survey	Number	74%	N/A	80%		We entered "N/A" in the 2023 column for these metrics as Constellation's employee engagement survey is conducted biennially, and therefore was not conducted in 2023.
Percentage of respondents who viewed Constellation favorably	*Percent*	*66%*	*N/A*	*71%*		
Percentage of respondents who viewed Constellation as neutral	*Percent*	*22%*	*N/A*	*20%*		
Percentage of respondents who viewed Constellation unfavorably	*Percent*	*12%*	*N/A*	*9%*		
Percentage of employees in a flexible working arrangement	Percent	39%	35%	40%		
Health and Safety	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Employees and relevant contractors covered by occupational health and safety management systems	Percent	100%	100%	100%	GRI 403-8	We expect all contractors to follow Constellation's, or an approved equivalent, safety systems.
Employee health & safety incidents						
Fatalities	*Number*	*0*	*0*	*0*	GRI 403-9 SASB IF-EU-320a.1	
	Rate	*0*	*0*	*0*		Rate of fatalities as a result of work-related injury = (Number of fatalities as a result of work-related injury / Number of hours worked) x 200,000.
High-consequence work-related injuries (excluding fatalities)	*Number*	*1*	*0*	*0*		
	Rate	*0.01*	*0*	*0*		Rate of high consequence work-related injuries = (Number of high consequence work-related injuries / Number of hours worked) x 200,000.
Recordable work-related injuries	*Number*	*36*	*38*	*35*		The main types of work-related injuries reported include lacerations, sprains and strains.
	Rate	*0.34*	*0.32*	*0.26*		Rate of recordable work-related injuries = (Number of recordable work-related injuries / Number of hours worked) x 200,000.
Lost time incident rate (LTIR)	*Rate*	*0.09*	*0.12*	*0.12*		Lost Time Incident Rate (LTIR) = (Number of incidents involving days away from work / Number of hours worked) x 200,000.
Recordable work-related ill health	*Rate*	*0*	*0*	*0*	GRI 403-10	Atmospheric exposure as defined by OSHA; This would include only new cases of illness identified during the reporting year.

	Unit	2022	2023	2024	GRI/SASB Indicator	
Contractor health and safety incidents						
Contractor fatalities	*Number*	*0*	*0*	*0*	GRI 403-9 SASB IF-EU-320a.1	
	Rate	*0*	*0*	*0*		
Contractor high-consequence work-related injuries (excluding fatalities)	*Number*	*0*	*0*	*0*		
	Rate	*0*	*0*	*0*		
Contractor recordable work-related injuries	*Number*	*12*	*16*	*9*		The main types of work-related injuries reported include lacerations, sprains, strains and fractures.
	Rate	*0.39*	*0.46*	*0.27*		Rate of recordable work-related injuries = (Number of recordable work-related injuries / Number of hours worked) x 200,000.
Contractor lost time incident rate (LTIR)	*Rate*	*0*	*0*	*0.03*		Lost Time Incident Rate (LTIR) = (Number of incidents involving days away from work / Number of hours worked) x 200,000.
Contractor recordable work-related ill health	*Number*	*0*	*0*	*0*	GRI 403-10	Atmospheric exposure as defined by OSHA; This would include only new cases of illness identified during the reporting year.

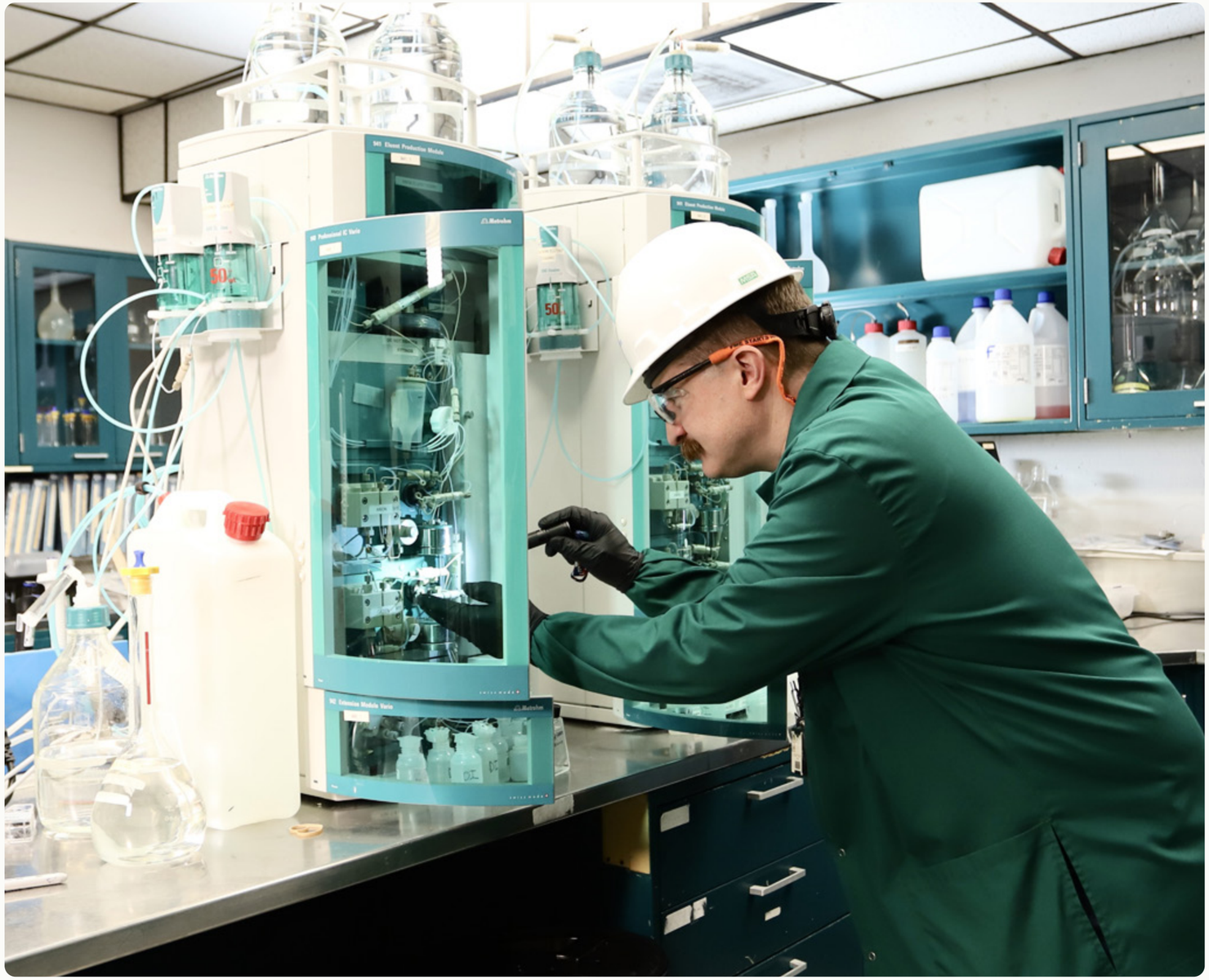
Nuclear Plant Safety	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Incidents on the International Atomic Energy Agency (IAEA) Nuclear Event Scale	Number	0	0	0		
Total number of nuclear power units by U.S. Nuclear Regulatory Commission (NRC) Action Matrix	Number	23	25	21	SASB IF-EU-540a.1	The U.S. Nuclear Regulatory Commission (NRC) objectively assesses nuclear plant safety and performance through its Reactor Oversight Process (ROP). As part of the ROP, the most reliable way to assess plant safety and performance on a real-time basis is through the ROP Action Matrix, which uses independent NRC inspections to categorize and communicate to the public the current safety performance status of each plant. For more information about the NRC's Reactor Oversight Process Action Matrix, please visit https://www.nrc.gov/reactors/operating/oversight/rop-description.html.
Licensee response	*Number*	*20*	*20*	*19*		
Regulatory response	*Number*	*3*	*1*	*2*		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Corporate Philanthropy and Volunteerism	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Combined Constellation, Foundation and employee giving	Million USD	$12.5	$18.7	$20.0		
Constellation community donations	*Million USD*	*$7.9*	*$13.6*	*$14.7*		
Employee community donations	*Million USD*	*$4.6*	*$5.1*	*$5.3*		
Share of Constellation direct giving that impacts economically disadvantaged populations	Percent	87%	81%	79%		
U.S. states benefiting from Constellation community donations	Number	33	31	30		
Non-profits benefiting from Constellation and employee donations	Number	3,300	4,400	4,100		
Employee volunteer hours	Hours	80,000	102,663	116,500		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Governance						
Board Member Composition	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total number of Board members	Number	10	11	13	GRI 405-1	In December 2024, we appointed Peter Oppenheimer and Eileen Paterson to the Board. Laurie Brlas, a long-time independent director, retired from the Board at the end of 2024 and is included in the reported number for 2024 in this table. But as a result of her retirement, she is not listed as a current director in Constellation's 2025 Proxy Statement.
Male	*Percent*	*70%*	*73%*	*69%*		
Female	*Percent*	*30%*	*27%*	*31%*		
White	*Percent*	*60%*	*55%*	*62%*		This data represents each director's self-identification of their race and/or ethnicity.
People of color	*Percent*	*40%*	*45%*	*38%*		
Aged <30	*Percent*	*0%*	*0%*	*0%*		
Aged 30-50	*Percent*	*0%*	*0%*	*0%*		
Aged >50	*Percent*	*100%*	*100%*	*100%*		
Ethics	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Percentage of employees who completed required Code of Conduct training	Percent	99%	99%	99%	GRI 205-2	Non-represented employees and Board members are also required to complete a certification of compliance questionnaire annually to disclose potential conflicts of interest and certify their understanding of the Code. For more information on how we communicate the Code and related policies to employees, please refer to the Upholding Ethical Conduct section of our 2025 Sustainability Report.
Suppliers that go through Constellation's Managed Supply Process to whom anti-corruption policies and procedures have been communicated	Number	4,250	5,010	2,862		
	Percent of applicable suppliers	*100%*	*100%*	*100%*		

	Unit	2022	2023	2024	GRI/SASB Indicator	
Data Privacy and Cybersecurity	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Number of financially material cyber incidents impacting Constellation's assets, operations, or information	Number	0	0	0	SASB IF-EU-550a.1	
Percentage of employees who receive cybersecurity training	Percent of employees	100%	99%	100%	SASB IF-EU-550a.1	All employees and contractors who have access to the Constellation IT network environment are required to undertake assigned cybersecurity training, unless there is a valid exemption for them not to do so.
Supply Chain	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Share of total supplier spend on local suppliers	Percent	39%%	39%	34%	GRI 204-1	Constellation defines a 'local' supplier as any supplier with a remit-to address in the same state as one of Constellation's Significant Locations of Operations, considered to be any state that is home to one of Constellation's Nuclear Generating Stations or a major non-Nuclear Power Plant.
New suppliers screened using environmental criteria	Percent	See Additional Information column for more details.			GRI 308-1	Please refer to the Supply Chain Evaluation section
New suppliers screened using social criteria	Percent	See Additional Information column for more details.			GRI 414-1	Please refer to the Supply Chain Evaluation section of our 2025 CSR Data and Disclosure Appendix.
Political Contributions	**Unit**	**2022**	**2023**	**2024**	**GRI/SASB Indicator**	**Additional Information**
Total political contributions attributed to Constellation	USD	$1,085,048	$1,162,925	$936,060	GRI 415-1	
Political contributions by funding recipient	USD	2022 Corporate Political Contributions Report – January through June 2022 Corporate Political Contributions Report – July through December	2023 Corporate Political Contributions Report – January through June 2023 Corporate Political Contributions Report – July through December	2024 Corporate Political Contributions Report – January through June 2024 Corporate Political Contributions Report – July through December		

Content Indices



GRI Content Index

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

Statement of Use	**Constellation has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024, unless otherwise indicated, with reference to the GRI Standards.**
GRI 1 Used	**GRI 1: Foundation 2021**

Constellation 2025 Sustainability Report

KEY LINKS

Constellation Code of Business Conduct

Constellation 2024 Form 10-K

Constellation 2025 Proxy Statement

GRI CONTENT INDEX

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021			
GRI 2: General Disclosures 2021	2-1	**Organizational details**	Constellation Energy Corporation Constellation 2024 Form 10-K: Item 1. Business (p. 6-26) Constellation 2024 Form 10-K: Item 5. Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities (p. 48-49) Constellation Corporate Headquarters 1310 Point Street, Baltimore, Maryland 21231
	2-2	**Entities included in the organization's sustainability reporting**	Constellation 2025 Sustainability Report: About This Report (p. 43)
	2-3	**Reporting period, frequency and contact point**	Our sustainability and financial reporting periods are both January 1, 2024 - December 31, 2024, unless otherwise indicated. Our 2025 Sustainability Report was published on June 26, 2025. For any questions regarding our 2025 Sustainability Report, please message sustainability@constellation.com.
	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 RY2023 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 market-based Scope 2 inventory.
	2-5	**External assurance**	Constellation 2025 Sustainability Report: About This Report (p. 78) 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 2024 Form 10-K: Item 1. Business (p. 6-26) Constellation 2024 Form 10-K: Item 7a. Quantitative and Qualitative Disclosures About Market Risk (p. 76-79) Constellation 2025 Sustainability Report: Introduction (p. 3-8) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Supply Chain (p. 10-11) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Sustainable Products Portfolio (p. 8)
	2-7	**Employees**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table (p. 29) Constellation 2024 Form 10-K: Item 1. Business > Employees (p. 25-26)
	2-9	**Governance structure and composition**	Constellation 2025 Proxy Statement: Corporate Governance (p. 32-45) Corporate Governance Principles Corporate Governance Committee Charter Constellation 2025 Sustainability Report: Building Resilience Through Responsible Governance > Demonstrating Responsible Leadership > Our Board of Directors (p. 40) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Governance Structure (p. 15) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety (p. 13) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and Environment > Board and Executive Oversight of Climate and the Environment > Sustainability Governance (p. 5) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Ethical Business Conduct > Ethics and Compliance (p. 16) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Cybersecurity (p. 16-17) Board & Committees webpage Constellation 2024 Form 10-K: Item 10. Directors, Executive Officers and Corporate Governance (p. 167-168)
	2-10	**Nomination and selection of the highest governance body**	Constellation 2025 Proxy Statement: Corporate Governance > Director Qualification and Nomination Criteria (p. 32) Corporate Governance Committee Charter Corporate Governance Principles
	2-11	**Chair of the highest governance body**	The Chair of the Board of Directors is not an executive officer in the organization

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Committee Charter Constellation 2025 Proxy Statement: About Us > Board Oversight of Sustainability (p. 18) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Governance Structure (p. 15) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Ethical Business Conduct > Ethics and Compliance (p. 16)
	2-13	Delegation of responsibility for managing impacts	Corporate Governance Committee Charter 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Governance Structure (p. 15) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Ethical Business Conduct > Ethics and Compliance (p. 16) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and Environment > Board and Executive Oversight of Climate and the Environment (p. 5) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and Environment > Environmental Protection (p. 5-7)
	2-14	Role of the highest governance body in sustainability reporting	The Constellation Board of Directors has reviewed our 2025 Sustainability Report. Corporate Governance Committee Charter Constellation 2025 Proxy Statement: About Us > Board Oversight of Sustainability (p. 18)
	2-15	Conflicts of interest	Corporate Governance Principles: C. Board Independence > Conflicts of Interest (p. 5) Code of Business Conduct > Competing Fairly > Conflicts of Interest (p. 12) Conflict of Interest Policy
	2-16	Communication of critical concerns	Corporate Governance Principles: I. Communicating with Directors (p. 11) Constellation 2025 Proxy Statement: Corporate Governance > Corporate Governance Principles >Communicating with the Board (p. 40)
	2-17	Collective knowledge of the highest governance body	Corporate Governance Principles: H. Director Orientation and Training (p. 11) Constellation 2025 Proxy Statement: Corporate Governance > Ethics and Compliance > New Director Orientation & Continuing Director Education and Site Visits (p. 45) Constellation 2025 Proxy Statement: Corporate Governance > Board Skills (p. 33-34) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Governance Structure > Board Governance (p. 15)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Principles: III. Director Selection and Evaluation and Other Expectations (p. 7-9) Corporate Governance Committee Charter Constellation 2025 Proxy Statement: Corporate Governance > Board and Committee Self-Evaluations (p. 3-44)
	2-19	Remuneration policies	Constellation 2025 Proxy Statement: Director Compensation (p. 46-48) Constellation 2025 Proxy Statement: Compensation Discussion and Analysis (p. 52-66) Constellation Bylaws
	2-20	Process to determine remuneration	Constellation 2025 Proxy Statement: Compensation Discussion and Analysis (p. 52-66) Compensation Committee Charter
	2-21	Annual total compensation ratio	Constellation 2025 Proxy Statement: CEO Pay Ratio (p. 84)
	2-22	Statement on sustainable development strategy	Constellation 2025 Sustainability Report: A Message from Our CEO (p. 4-5) Constellation 2025 Proxy Statement: Letter from Constellation's Board of Directors (p. 1-2)
	2-23	Policy commitments	Constellation Code of Business Conduct Policy Statements & Other Resources webpage Biodiversity Policy Climate Change Policy Corporate Safety Policy Policy Against Discrimination, Harassment, and Retaliation Environmental Policy Equal Employment Policy Policy Against Sexual Harassment Water Resource Management Policy Workplace Accommodations Policy Ethics and Governance webpage

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Ethical Business Conduct (p. 16) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Supply Chain (p. 10-11) Constellation 2025 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 45) Constellation Code of Business Conduct Ethics and Governance webpage
	2-25	Processes to remediate negative impacts	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment (p. 4-8) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Ethical Business Conduct (p. 16) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Community Engagement (p. 10) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Supply Chain (p. 10-11) Constellation 2025 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 45) Environmental Policy Constellation Code of Business Conduct
	2-26	Mechanisms for seeking advice and raising concerns	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Ethical Business Conduct (p. 16) Constellation 2025 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 45) Constellation Code of Business Conduct Ethics Help Line
	2-27	Compliance with laws and regulations	Constellation 2024 Form 10-K: Item 8. Financial Statements and Supplementary Data > Note 3 — Regulatory Matters (p. 104-105) Constellation 2024 Form 10-K: Item 8. Financial Statements and Supplementary Data > Note 18 — Commitments and Contingencies (p. 150-155) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment (p. 4-8) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Environmental Compliance (p. 26)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-28	**Membership associations**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Stakeholder Engagement > Membership (p. 15-16) Constellation 2025 Sustainability Report: Powering People > Fueling a World- Class Workforce > Talent to Power the Clean Energy Future (p. 34) Constellation 2025 Sustainability Report: Powering the Clean Energy Future > Future Proofing Clean Energy > Driving Clean Energy Growth > Technology Enablement & Advancement (p. 16)
	2-29	**Approach to stakeholder engagement**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Stakeholder Engagement (p. 15-16) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Policy Advocacy and Engagement (p. 7) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Community Engagement (p. 10)
	2-29	**Approach to stakeholder engagement**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Stakeholder Engagement (p. 15) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Policy Advocacy and Engagement (p. 7) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Community Engagement (p. 10)
	2-30	**Collective bargaining agreements**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Human Capital Management > Employee Engagement (p. 12) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Social > Collective Bargaining Agreements (CBAs) (p. 38) Code of Business Conduct > Our Communities > Human Rights (p. 19)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > General > Financial Performance (p. 19)
GHG Emissions and Energy			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2025 Sustainability Report: Powering the Clean Energy Future (p. 9-12) Values and Sustainability Principles webpage Climate Commitment webpage Environmental Stewardship & Impact webpage Climate Change Policy Environmental Policy 2024 CDP Disclosure
GRI 302: Energy 2016	302-1	Energy consumption within the organization	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Energy/Fuel Consumption (p. 21)
	302-3	Energy intensity	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Energy/Fuel Consumption (p. 21)
	302-5	Reductions in energy requirements of products and services	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Customer Energy Savings (p. 21) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Sustainable Products Portfolio (p. 8)
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Greenhouse Gas Emissions (p. 22) External GHG Emissions Inventory Assurance Statement

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Greenhouse Gas Emissions (p. 23) External GHG Emissions Inventory Assurance Statement
	305-3	Other indirect (Scope 3) GHG emissions	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Greenhouse Gas Emissions (p. 24) External GHG Emissions Inventory Assurance Statement
	305-4	GHG emission intensity	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Greenhouse Gas Emissions (p. 24)
	305-5	Reduction of GHG Emissions	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > GHG Emissions Reductions/Avoidance (p. 25)
Air Quality			
GRI 3: Material Topics 2021	3-3	Management of material topic	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Air Quality (p. 6) Environmental Policy Environmental Stewardship & Impact webpage
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Other Significant Air Emissions (p. 25)
	305-7	Nitrogen oxides (NO_x), Sulfur oxides (So_x) and other significant air emissions	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Air Quality (p. 6) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Other Significant Air Emissions (p. 25)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Water Stewardship			
GRI 3: Material Topics 2021	3-3	Management of material topic	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Water Stewardship (p. 6) Water Resource Management Policy Environmental Stewardship & Impact webpage 2024 CDP Disclosure
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Water Stewardship (p. 6) Water Resource Management Policy Environmental Stewardship & Impact webpage 2024 CDP Disclosure
	303-2	Management of water discharge-related impacts	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Water Stewardship (p. 6) Water Resource Management Policy Environmental Stewardship & Impact webpage 2024 CDP Disclosure
	303-3	Water withdrawal	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Water Stewardship (p. 6) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Water (p. 27)
	303-4	Water discharge	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Water Stewardship (p. 6) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Water (p. 27)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 303: Water and Effluents 2018	303-5	Water consumption	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Water Stewardship (p. 6) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Water (p. 27)
Biodiversity Protection			
GRI 3: Material Topics 2021	3-3	Management of material topic	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Biodiversity Protection (p. 6-7) 2024 CDP Disclosure Biodiversity Policy Environmental Stewardship & Impact webpage
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Biodiversity Protection (p. 6-7) Biodiversity Policy
	101-2	Management of biodiversity impacts	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Biodiversity Protection (p. 6-7) Biodiversity Policy
	101-4	Identification of biodiversity impacts	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Biodiversity Protection (p. 6-7) Biodiversity Policy
	101-5	Locations with biodiversity impacts	Detailed information on locations with biodiversity impacts is not currently available. For information on how we actively manage local biodiversity impacts of our operations, please see the Biodiversity section of the 2025 Data and Disclosure Appendix on page 27.

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Waste Management			
GRI 3: Material Topics 2021	3-3	**Management of material topic**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Spent Fuel and Waste Management (p. 7) Safety webpage > Nuclear Safety Environmental Stewardship & Impact webpage
GRI 306: Waste 2020	306-1	**Waste generation and significant waste-related impacts**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Spent Fuel and Waste Management (p. 7) Safety webpage > Nuclear Safety Environmental Stewardship & Impact webpage
	306-2	**Management of significant waste-related impacts**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Spent Fuel and Waste Management (p. 7) Safety webpage > Nuclear Safety Environmental Stewardship & Impact webpage
	306-3	**Waste generated**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Waste (p. 28)
	306-4	**Waste diverted from disposal**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Waste (p. 28)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Community Engagement			
GRI 3: Material Topics 2021	3-3	**Management of material topic**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Community Engagement (p. 10) Constellation Code of Business Conduct: Our Communities (p. 19-20) Powering Communities webpage
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 Community Engagement section of the 2025 CSR Data and Disclosure Appendix on page 10.
	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 Community Engagement section of the 2025 CSR Data and Disclosure Appendix on page 10.
Health and Safety			
GRI 3: Material Topics 2021	3-3	**Management of material topic**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety (p. 13) Constellation Code of Business Conduct: Our People > Safe and Healthy Workplace (p. 8) Corporate Safety Policy Safety webpage > Nuclear Safety
GRI 403: Occupational Health and Safety 2018	403-1	**Occupational health and safety management system**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety (p. 13) Corporate Safety Policy

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety (p. 13) Corporate Safety Policy
	403-3	Occupational health services	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety (p. 13)
	403-4	Worker participation, consultation, and communication on occupational health and safety	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety (p. 13)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety (p. 13) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Supply Chain (p. 10-11)
	403-8	Workers covered by an occupational health and safety management system	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety (p. 13) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Social > Health and Safety (p. 36)
	403-9	Work-related injuries	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Social > Health and Safety (p. 36)
	403-10	Work-related ill health	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Social > Health and Safety (p. 36)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Human Capital Management			
GRI 3: Material Topics 2021	3-3	**Management of material topic**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Human Capital Management (p. 11-12) Constellation Code of Business Conduct > Our People (p.10-11) and Our Communities (p. 19-20) Careers website Workforce Development webpage
GRI 401: Employment 2016	401-1	**New employee hires and employee turnover**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Social > Employee Hiring and Turnover (p. 34)
	401-2	**Benefits provided to full-time employees that are not provided to temporary or part-time employees**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Human Capital Management > Employee Benefits and Wellbeing (p. 12) Careers website
	401-3	**Parental leave**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Human Capital Management > Employee Benefits and Wellbeing (p. 12)
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**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Human Capital Management > Employee Benefits and Wellbeing (p. 12) Careers website

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Human Capital Management > Talent Development (p. 11)
	404-3	Percentage of employees receiving regular performance and career development reviews	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Human Capital Management > Talent Development > Performance Management and Succession Planning (p. 11)
Respect, Belonging, Diversity and Inclusion			
GRI 3: Material Topics 2021	3-3	Management of material topic	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Human Capital Management > Respect, Belonging, Diversity and Inclusion (p. 12) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Supply Chain (p. 10-11) Policy Against Discrimination, Harassment, and Retaliation Equal Employment Policy Policy Against Sexual Harassment Our Committment to Respect, Belonging, Diversity & Inclusion webpage Community website
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Board & Committees webpage Constellation 2025 Proxy Statement: Corporate Governance > Board Composition (p. 35) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Social > Workforce Composition (p. 29) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Governance > Board Member Composition (p. 39)

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Ethical Business Conduct			
GRI 3: Material Topics 2021	3-3	**Management of material topic**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Ethical Business Conduct (p. 16) Constellation Code of Business Conduct > Competing Fairly (p. 12-14) Ethics and Governance webpage
	205-2	**Communication and training about anti-corruption policies and procedures**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Ethical Business Conduct (p. 16) Constellation 2025 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 45) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Governance > Ethics (p. 39) Constellation Code of Business Conduct > Competing Fairly (p. 12-14)
GRI 3: Material Topics 2021	205-3	**Confirmed incidents of corruption and actions taken**	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.
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.
Cybersecurity			
GRI 3: Material Topics 2021	3-3	**Management of material topic**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Cybersecurity (p. 16-17) Constellation 2024 Form 10-K: Item 1C. Cybersecurity (p. 42-44) Constellation 2024 Form 10-K: Item 3. Legal Proceedings (p. 47) Constellation Code of Business Conduct > Our Business Transactions (p. 15-18) Privacy Policy

GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Supply Chain			
GRI 3: Material Topics 2021	3-3	Management of material topic	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Supply Chain (p. 10-11) Suppliers website
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Governance > Supply Chain (p. 40)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Governance > Supply Chain (p. 40)
	308-2	Negative environmental impacts in the supply chain and actions taken	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	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Governance > Supply Chain (p. 40)
	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
Policy Advocacy and Engagement			
GRI 3: Material Topics 2021	3-3	**Management of material topic**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Policy Advocacy and Engagement (p. 7) External Lobbyists or Political Consultants 2024 Corporate Political Contributions Report - January through June 2024 Corporate Political Contributions Report - July through December Due Diligence and Monitoring Procedure for Third Parties Engaged in Political Consulting and Lobbying Activities Interactions with Federal, State and Local Public Officials
GRI 415: Public Policy 2016	415-1	**Political contributions**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Governance > Political Contributions (p. 40) 2024 Corporate Political Contributions Report - January through June 2024 Corporate Political Contributions Report - July through December

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.

Constellation 2025 Sustainability Report

KEY LINKS

Constellation Code of Business Conduct

Constellation 2025 Form 10-K

Constellation 2025 Proxy Statement

Code	Accounting Metric	Location/Response
Greenhouse Gas Emissions & Energy Resource Planning		
IF-EU-110a.1	(1) Gross global Scope 1 emissions (2) Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations (3) Percentage of gross global Scope 1 emissions covered under emissions-reporting regulations	Constellation 2025 Sustainability Report: Protecting Our Planet > Managing Our Climate Impacts > GHG Emissions (p. 23) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Greenhouse Gas Emissions (p. 22) External GHG Emissions Inventory Assurance Statement
IF-EU-110a.2	GHG emissions associated with power deliveries	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.
IF-EU-110a.3	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	Constellation 2025 Sustainability Report: Protecting Our Planet > Managing Our Climate Impacts > GHG Emissions (p. 22) Climate Commitment webpage
Air Quality		
IF-EU-110a.3	Air emissions of the following pollutants: (1) NOx (excluding N2O) (2) SOx (3) Particulate matter (PM10) (4) Lead (Pb) (5) Mercury (Hg) Percentage of each in or near areas of dense population	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Other Significant Air Emission (p. 25) Constellation generation assets do not emit lead or mercury, or material amounts of PM10. The percentage of emissions in or near areas of dense population is not available.

Code	Accounting Metric	Location/Response
Water Management		
IF-EU-140a.1	**(1) Total water withdrawn** **(2) Total water consumed** **Percentage of each in regions with High or Extremely High Baseline Water Stress**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Water Stewardship (p. 6) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Water (p. 27) According to the WRI Aqueduct 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	**Number of incidents of non-compliance associated with water quantity and/or quality permits, standards and regulations**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > Environmental Compliance (p. 26)
IF-EU-110a.3	**Description of water management risks and discussion of strategies and practices to mitigate those risks**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Water Stewardship (p. 6) Water Resource Management Policy Environmental Stewardship & Impact webpage
Coal Ash Management		
IF-EU-150a.1	**(1) Amount of coal combustion products (CCPs) generated, (2) percentage recycled**	Not applicable. Constellation does not own or operate coal-fired generation assets.
IF-EU-150a.3	**Description of coal combustion products (CCPs) management policies and procedures for active and inactive operations**	Not applicable. Constellation does not own or operate coal-fired generation assets

Code	Accounting Metric	Location/Response
Energy Affordability		
IF-EU-240a.1	Average retail electric rate for: (1) Residential customers (2) Commercial customers (3) Industrial customers	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.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 the 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 the Community Outreach section of the 2025 Data and Disclosure Appendix on page 10.
Workforce Health & Safety		
IF-EU-320a.1	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Social > Health and Safety (p. 36) We report TRIR, fatality rate and other safety metrics for employees and contractors in our Data and Disclosure Appendix. NMFR is not available.
End-Use Efficiency & Demand		
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	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Climate and Environmental Management > GHG Emissions Reductions/Avoidance (p. 25)

Code	Accounting Metric	Location/Response
Nuclear Safety & Emergency Management		
IF-EU-540a.1	**Total number of nuclear power units, broken down by results of most recent independent safety review"**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Social > Nuclear Plant Safety (p. 37)
IF-EU-540a.2	**Description of efforts to manage nuclear safety and emergency preparedness**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Climate and the Environment > Environmental Protection > Spent Fuel and Waste Management (p. 7) 2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > People > Health and Safety > Nuclear Plant Safety (p. 13) Safety webpage > Nuclear Safety Decommissioning webpage Nuclear Oversight Committee Charter
Grid Resiliency		
IF-EU-550a.1	**Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations**	2025 CSR Data and Disclosure Appendix: Management Approach of Sustainability Topics > Governance > Cybersecurity (p. 16-17) 2025 CSR Data and Disclosure Appendix: Sustainability Data Table > Governance > Data Privacy and Cybersecurity (p. 40)
IF-EU-550a.2	**(1) System Average Interruption Duration Index (SAIDI), inclusive of major event days** **(2) System Average Interruption Frequency Index (SAIFI), inclusive of major event days** **(3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days**	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.

Code	Accounting Metric	Location/Response
Activity Metrics		
IF-EU-000.A	**Number of:** **(1) Residential customers served** **(2) Commercial customers served** **(3) Industrial customers served**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > General > Market Information (p. 19)
IF-EU-000.B	**Total electricity delivered to:** **(1) Residential customers** **(2) Commercial customers** **(3) Industrial customers** **(4) All other retail customers** **(5) Wholesale customers**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > General > Energy Generation, Capacity, and Sales (p. 19) Note that we disclose the average MWh of power sold per customer type.
IF-EU-000.C	**Length of transmission and distribution line**	Not applicable. Constellation only operates power generating assets and does not own or operate transmission or distribution infrastructure.
IF-EU-000.D	**Total electricity generated, percentage by:** **(1) Major energy source** **(2) Regulated markets**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > General > Energy Generation, Capacity, and Sales (p. 19)
IF-EU-000.E	**Total wholesale electricity purchased**	2025 CSR Data and Disclosure Appendix: Sustainability Data Table > General > Energy Generation, Capacity, and Sales (p. 20)