

ESG Data Index & Factsheet

Constellation's 2023 Environmental, Social and Governance (ESG) Data Index & Factsheet discloses our performance and relevant policies for key ESG topics. Metrics reflect company-wide data and are reported based on calendar year, unless otherwise indicated. Additional context is provided in our 2023 Sustainability Report and Reporting Frameworks Content Index.



Key Links

- [Constellation Code of Business Conduct](#)
- [Constellation Supplier Code of Conduct](#)
- [Constellation 2022 Form 10-K](#)
- [Constellation 2023 Proxy Statement](#)



2023 Constellation Sustainability Report

The 2023 Constellation Sustainability Report addresses our approach and progress on key environmental, social and governance (ESG) topics across each of our operations for the period of January 1, 2022, through December 31, 2022, unless otherwise indicated.



Reporting Frameworks Content Index

Our Reporting Frameworks Content Index outlines how our existing disclosures align with the 2021 GRI Standards and the recommended metrics for the SASB Electric Utilities and Power Generators Standard.



External GHG Emissions Inventory Assurance Statement



Our External GHG Emissions Inventory Assurance Statement provides verification of our Scope 1, 2 and 3 GHG emissions. Lloyd's Register Quality Assurance, Inc. (LRQA), an accredited GHG verifier, provided verification of our 2022 Scope 1 and Scope 2 inventory to a reasonable assurance level, and our Scope 3 inventory to a limited assurance level, in accordance with ISAE 3000 and ISAE 3410 standards.

ESG Data Index & Factsheet

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
General					
Financial Performance					
	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Operating revenues	Billion USD	\$19.64	\$24.44	GRI 201-1	
Net revenues	Million USD	(\$346)	\$495	GRI 201-1	
Market Information					
	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total customers served (annual average)	Number	1,562,519	1,732,657	SASB IF-EU-000.A	Customer counts are for power customers only.
<i>Residential</i>	<i>Number</i>	<i>N/R</i>	<i>1,177,006</i>		
<i>Commercial</i>	<i>Number</i>	<i>N/R</i>	<i>546,133</i>		
<i>Industrial</i>	<i>Number</i>	<i>N/R</i>	<i>9,518</i>		
Number of customers served in markets subject to renewable portfolio standards (RPS)	Number	N/R	100% of power customers	SASB IF-EU-110a.4	State Renewable Portfolio Standards and Goals (ncsl.org)
<i>Fulfillment of RPS target by market</i>	<i>Percent</i>	<i>N/R</i>	<i>100%</i>	SASB IF-EU-110a.4	Approximately 90% was satisfied by submitting RECs and 10% was satisfied by making Alternative Compliance Payments (based on dollar value of compliance obligation). No penalties were incurred in fulfilling our RPS targets.
Energy Generated and Sold					
	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total electricity generated	GWh	186,385	198,949		Please refer to the Sales and Supply Sources section in Constellation's 2022 Form 10-K for additional details on 2021 and 2022 data. 2021 values have been revised from those previously reported to correctly reflect our 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 2022 Form 10-K shows our ownership of consolidated generating facilities at 100% to be consistent with the income statement presentation.
Nuclear	GWh	161,798	173,350		
<i>Share of total Constellation generation</i>	<i>Percent of Constellation generation</i>	<i>87%</i>	<i>87%</i>		

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Natural gas and oil	GWh	19,960	21,563		
<i>Share of total Constellation generation</i>	<i>Percent of Constellation generation</i>	11%	11%		
Renewables and storage	GWh	4,627	4,036		
<i>Share of total Constellation generation</i>	<i>Percent of Constellation generation</i>	2%	2%		
Total owned generating capacity	MW	32,400	32,355		
Nuclear	MW	20,899	20,895		
<i>Share of total Constellation owned generating capacity</i>	<i>Percent of Constellation owned capacity</i>	65%	65%		
Natural gas and oil	MW	8,819	8,807		
<i>Share of total Constellation owned generating capacity</i>	<i>Percent of Constellation owned capacity</i>	27%	27%		
Renewables and storage	MW	2,682	2,653		
<i>Share of total Constellation owned generating capacity</i>	<i>Percent of Constellation owned capacity</i>	8%	8%		
Share of electricity generated in regulated markets	Percent of Constellation generation	N/R	3.1%	SASB IF-EU-000.D	
Wholesale electricity purchased for customers	TWh	67.6	70.7	SASB IF-EU-000.E	
Natural gas purchased for customers	MMBtu	1,077,216,890	1,131,174,557		The 2021 Natural gas purchased for customers data was unintentionally incorrect in last year's report, due to over-reporting of natural gas volumes sold to wholesale customers. In addition, we inadvertently reported an incorrect value for 2022 in the version of this report that was released in July 2023. We have updated this value for accuracy on August 5, 2023.
Total electricity delivered to customers	MWh	N/R	201,914,319	SASB IF-EU-000.B	
<i>Residential customers</i>	<i>MWh</i>	<i>N/R</i>	<i>12,110,749</i>		
<i>Commercial customers</i>	<i>MWh</i>	<i>N/R</i>	<i>103,830,270</i>		
<i>Industrial customers</i>	<i>MWh</i>	<i>N/R</i>	<i>19,200,571</i>		
<i>All other retail customers</i>	<i>MWh</i>	<i>N/R</i>	<i>544,522</i>		
<i>Wholesale customers</i>	<i>MWh</i>	<i>N/R</i>	<i>66,228,208</i>		
Nuclear Operations	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Nuclear facility capacity factor	Percent	94.5%	94.8%		

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total number of nuclear power units by U.S. Nuclear Regulatory Commission (NRC) Action Matrix	Number	N/R	23	SASB IF-EU-540a.1	For more information about the NRC's Reactor Oversight Process Action Matrix, please visit https://www.nrc.gov/reactors/operating/oversight/rop-description.html
<i>Licensee response</i>	<i>Number</i>	<i>N/R</i>	<i>20</i>	SASB IF-EU-540a.1	
<i>Regulatory response</i>	<i>Number</i>	<i>N/R</i>	<i>3</i>	SASB IF-EU-540a.1	For more information about the NRC's Reactor Oversight Process Action Matrix, please visit https://www.nrc.gov/reactors/operating/oversight/rop-description.html
Unplanned plant shut-downs	Number	N/R	16		

Environment

Climate and Environmental Management	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Board level responsibility for climate and environmental issues	The Constellation Board of Directors provides oversight on the development and execution of our corporate citizenship strategy, including sustainability and environmental stewardship. The Corporate Governance Committee of the Board reviews our environmental strategies, including climate and sustainability policies. This oversight includes issues such as water, biodiversity and operational waste. The Nuclear Oversight Committee oversees the safe and reliable management and operation of our nuclear generating facilities and reviews environmental, health and safety issues relating to nuclear generating facilities, including the safe management of spent nuclear fuel. For more information, please see our 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	
Executive level responsibility for climate and sustainability issues	The Constellation Sustainability Council, led by the Vice President of Sustainability and Climate Strategy, is comprised of executive representatives from key functions within Constellation. The Council meets four times per year to review sustainability policies and initiatives, ensure strategic alignment, discuss emerging ESG trends and make informed suggestions to management. Additionally, our executive team, including our CEO and other senior management, is accountable for our environmental compliance and assurance strategy. For more information, please see our 2023 Sustainability Report .			GRI 2-9	
Relevant policies and resources	Corporate Governance Committee Charter Nuclear Oversight Committee Charter Climate Change Policy Environmental Policy Water Resource Management Policy Biodiversity Policy Environmental Justice Policy Environmental Stewardship & Impact Nuclear Safety webpage Nuclear EMS Certification Statement				

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Energy/Fuel Consumption	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total energy/fuel consumed	GWh	45,728	46,084	GRI 302-1	The 2021 fuel and energy use data was incorrectly reported in last year's report by including nuclear fuel consumption. Per CDP guidance, the 2021 data disclosed here now excludes nuclear fuel and is accurate.
<i>Total non-renewable energy/fuel consumed</i>	<i>GWh</i>	<i>44,869</i>	<i>46,040</i>		
<i>Total renewable energy/fuel consumed</i>	<i>GWh</i>	<i>859</i>	<i>44</i>		
<i>Total purchased electricity</i>	<i>GWh</i>	<i>918</i>	<i>911</i>	GRI 302-2	
<i>% of energy consumed from the grid</i>	<i>Percent</i>	<i>2.0%</i>	<i>2.0%</i>		
Energy intensity	Energy consumed (GWh)/Total revenue (in million USD)	2.33	1.89	GRI 302-3	
Customer Energy Consumption	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Reductions in energy requirements of sold products and services achieved during the reporting period	MWh reduced	683,366	571,307	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.
Greenhouse Gas Emissions	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Scope 1 GHG emissions	Thousand metric tons CO ₂ e	8,254	9,108	GRI 305-1 SASB IF-EU-110a.1	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs and SF ₆ . Constellation calculates Scope 1 emissions using guidance from the IPCC 4th Assessment Report.
<i>Scope 1 biogenic CO₂ emissions</i>	<i>Thousand metric tons CO₂e</i>	<i>309</i>	<i>0</i>	GRI 305-1	This represents CO ₂ emissions from the combustion or biodegradation of biomass.
<i>Scope 1 emissions covered under emissions-limiting regulations</i>	<i>Percent of Scope 1 emissions</i>	<i>7.2%</i>	<i>8.5%</i>	SASB IF-EU-110a.1	
<i>Scope 1 emissions covered under emissions-reporting regulations</i>	<i>Percent of Scope 1 emissions</i>	<i>99.2%</i>	<i>99.3%</i>		
Scope 2 (location-based) GHG emissions	Thousand metric tons CO ₂ e	366	325	GRI 305-2	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , but only CO ₂ , CH ₄ and N ₂ O are relevant to our operations. Constellation calculates Scope 2 emissions using guidance from the IPCC 4th Assessment Report. During verification of our 2022 GHG inventory, we discovered an unintentional error in the data source utilized for calculating emissions from electricity use at our Hillabee plant and have updated our 2021 Scope 2 location- and market-based values accordingly.
Scope 2 (market-based) GHG emissions	Thousand metric tons CO ₂ e	56	45	GRI 305-2	During verification of our 2022 GHG inventory, we discovered an inadvertent error in the data source utilized for calculating emissions from electricity use at our Hillabee plant and have updated our 2021 Scope 2 location- and market-based values accordingly.

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total Scope 1 and 2 (location-based) GHG emissions	Thousand metric tons CO ₂ e	8,620	9,434	GRI 305-2	During verification of our 2022 GHG inventory, we discovered an error in the data source utilized for calculating emissions from electricity use at our Hillabee plant and have updated our 2021 Scope 2 location- and market-based values accordingly.
Total Scope 1 and 2 (market-based) GHG emissions	Thousand metric tons CO ₂ e	8,310	9,154	GRI 305-2	
Total relevant Scope 3 GHG emissions	Thousand metric tons CO ₂ e	81,737	82,018	GRI 305-3	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs and SF ₆ . 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 .
<i>Long-term and spot market power purchases for resale -- fossil</i>	<i>Thousand metric tons CO₂e</i>	<i>24,066</i>	<i>21,051</i>	GRI 305-3	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.
<i>Natural gas sold by Constellation New Energy (as used by customers)</i>	<i>Thousand metric tons CO₂e</i>	<i>57,216</i>	<i>60,520</i>		The 2021 Natural gas sold by Constellation New Energy (as used by customers) data was unintentionally incorrect in last year's report, due to over-reporting of natural gas volumes sold to wholesale customers. In addition, we inadvertently reported an incorrect value for 2022 in the version of this report that was released in July 2023. We have updated this value for accuracy on August 5, 2023.
<i>Heating and cooling equipment operated for others</i>	<i>Thousand metric tons CO₂e</i>	<i>447</i>	<i>438</i>		
<i>Business travel</i>	<i>Thousand metric tons CO₂e</i>	<i>3</i>	<i>5</i>		
<i>Leased facilities energy usage</i>	<i>Thousand metric tons CO₂e</i>	<i>5</i>	<i>4</i>		
GHG emissions intensity (Scope 1 and 2, location-based)	Thousand metric tons CO ₂ e / million USD revenue	0.439	0.386	GRI 305-4	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ . Denominator represents total operating revenues as depicted in Constellation's 2022 Form 10-K .
GHG emissions intensity (Scope 1 and 2, market-based)	Thousand metric tons CO ₂ e / million USD revenue	0.423	0.375	GRI 305-4	Gases included in the calculation include CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ . Denominator represents total operating revenues as depicted in Constellation's 2022 Form 10-K .
Avoided carbon emissions due to nuclear generation	Million metric tons CO ₂ e	124	123		

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
GHG emissions reduced as a direct result of reduction initiatives	Metric tons CO ₂ e	275,147	243,749	GRI 305-5	This data only includes GHG emissions avoided as a result of customer energy efficiency projects implemented by Constellation Energy Solutions.
Environmental Compliance	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Generation operations covered under an Environmental Management System (EMS)	Percent of operations	100	100		Refer to Constellation 2023 Sustainability Report: Mitigating Our Environmental Impacts section for additional details
Generation assets that receive internal and external environmental audits or assessments	Percent of assets	N/R	100		Refer to Constellation 2023 Sustainability Report: Mitigating Our Environmental Impacts section for additional details
Total permit non-compliances	Number	10	12		The 2021 permit compliance data was unintentionally reported in the notices of violations row and vice versa in last year's report.
<i>Air</i>	<i>Number</i>	7	6		
<i>Land</i>	<i>Number</i>	0	0		
<i>Water</i>	<i>Number</i>	3	6	SASB IF-EU-140a.2	
Total notices of violations	Number	1	0	GRI 307-1	
<i>Air</i>	<i>Number</i>	0	0		
<i>Land</i>	<i>Number</i>	0	0		
<i>Water</i>	<i>Number</i>	1	0	SASB IF-EU-140a.2	
Total monetary value of significant fines	Million USD	N/R	None	GRI 307-1	
Total reportable spills	Number	0	0		<p>Only spills that exceed federal reportable quantities for ground or water are disclosed here. In 2022, there were zero (0) spills to surface water or the ground that exceeded federal reportable quantities. Note that, additionally, there were nine (9) spills to the ground that were reportable under State and/or permit specific requirements.</p> <p>The 2021 reportable spills data was unintentionally incorrect in last year's report. While there were eight (8) total spills to the ground that were reportable under State and/or permit specific requirements, there were zero (0) spills to surface water or the ground that exceeded federal reportable quantities. As noted above, only spills that exceed federal reportable quantities for ground or water are disclosed here.</p>

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Other Significant Air Emissions	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Nitrogen oxide (NO _x) emissions	Metric tons	820	938	GRI 305-7 SASB IF-EU-120a.1	
<i>NO_x emissions intensity</i>	<i>kg/MWh</i>	<i>0.005</i>	<i>0.005</i>		
Sulfur oxide (SO _x) emissions	Metric tons	74	118	GRI 305-7 SASB IF-EU-120a.1	
<i>SO_x emissions intensity</i>	<i>kg/MWh</i>	<i>0.0004</i>	<i>0.0006</i>		
Ozone-depleting substances (ODS) emissions	Metric tons of CFC-11 equivalent	1.93	3.76	GRI 305-6	
Particulate matter (PM), Lead (Pb), Mercury (Hg), Volatile Organic Compounds (VOCs), Persistent organic pollutants (POP) and Hazardous air pollutants (HAP) emissions	Metric tons	Not applicable	Not applicable	GRI 305-7 SASB IF-EU-120a.1	
Water	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total water withdrawal/intake	Megaliters	53,485,702	46,682,483	GRI 303-3 SASB IF-EU-140a.1	
<i>Share of withdrawn water returned to source</i>	<i>Percent of water withdrawal/intake</i>	<i>99.0%</i>	<i>98.5%</i>		
Total water discharge	Megaliters	52,807,159	45,974,591	GRI 303-4	
Total water consumption	Megaliters	678,542	707,892	GRI 303-5 SASB IF-EU-140a.1	
Total water consumed in areas with water stress*	Megaliters	Negligible	Negligible	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 recycled through closed cycle cooling systems	Megaliters	7,138,723	7,003,852		
Biodiversity	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Site biodiversity programs certified by the Wildlife Habitat Council (WHC)	Number	14	14	GRI 304-3	

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
<i>Acreage of sites certified by the WHC</i>	<i>Acres</i>	<i>31,007</i>	<i>More than 33,000</i>	GRI 304-3	The total acreage that we have data for is 33,903 acres, and that's across 41 of the projects (out of 140 total projects). Acreage is irrelevant to some of the projects (examples are things like Earth Day or educational events), but not all projects that might have an associated acreage have one listed.
Site biodiversity programs certified by the National Wildlife Federation (NWF)	Number	14	14	GRI 304-3	
<i>Acreage of sites certified by the NWF</i>	<i>Acres</i>	<i>30,895</i>	<i>30,895</i>	GRI 304-3	
Waste	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total hazardous waste generated	Metric tons	N/R	55	GRI 306-3	Hazardous waste data includes the hazardous (regulated) waste, universal waste (which encompasses certain hazardous waste items, including batteries and mercury-containing lamp bulbs, as defined by U.S. EPA regulations), and electronic waste categories.
<i>Hazardous waste diverted from disposal</i>	<i>Metric tons</i>	<i>N/R</i>	<i>8</i>	GRI 306-4	
Total radioactive waste generated	Cubic meters	N/R	1,393		For additional context on how we safely manage nuclear waste, please see the Managing Our Waste section of our 2023 Sustainability Report.
Social					
Human Capital Management	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Board level responsibility for human capital management	The Constellation Board of Directors provides oversight on the development and execution of our human capital management strategy and is focused on building and maintaining a corporate culture that values and prioritizes diversity, equity, and inclusion (DEI), including with respect to Board composition. The Compensation Committee of the Board is responsible for reviewing and discussing with management human capital management matters, including as it pertains to DEI. For more information, please see our 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	
Executive level responsibility for human capital management	Our executive team, including our CEO and other senior management, is accountable for our human capital management strategy. For more information, please see our 2023 Sustainability Report .			GRI 2-9	
Relevant policies and resources	Compensation Committee Charter				
	Code of Business Conduct				
	Our Commitment to DEI webpage				
	Careers website				

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Employees	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total number of employees	Number	11,696	13,408	GRI 2-7	
By employment contract					
Permanent employees	Number	11,696	13,370		
<i>Male</i>	<i>Number</i>	9,307	10,414		
<i>Female</i>	<i>Number</i>	2,389	2,889		
<i>Not disclosed</i>	<i>Number</i>	<i>N/R</i>	67		
Temporary employees	Number	N/R	38		
<i>Male</i>	<i>Number</i>	<i>N/R</i>	25	GRI 2-7	
<i>Female</i>	<i>Number</i>	<i>N/R</i>	13		
By employment type					
Full-time employees	Number	11,696	13,354		
<i>Male</i>	<i>Number</i>	9,307	10,416		
<i>Female</i>	<i>Number</i>	2,389	2,871		
<i>Not disclosed</i>	<i>Number</i>	<i>N/R</i>	67		
Part-time employees	Number	N/R	54		
<i>Male</i>	<i>Number</i>	<i>N/R</i>	23		
<i>Female</i>	<i>Number</i>	<i>N/R</i>	31		

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Diversity, Equity and Inclusion	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Gender identity by career level				GRI 405-1	
Total					
Male	Percent of total employees	80%	78%		
Female	Percent of total employees	20%	22%		
Not disclosed	Percent of total employees	N/R	1%		
Staff					
Male	Percent of Staff	79%	78%		
Female	Percent of Staff	21%	22%		
Not disclosed	Percent of Staff	N/R	1%		
Management					
Male	Percent of Management	84%	80%		
Female	Percent of Management	16%	20%		
Not disclosed	Percent of Management	N/R	<1%		
Executives					
Male	Percent of Executives	67%	76%		
Female	Percent of Executives	33%	24%		

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Racial or ethnic diversity by career level				GRI 405-1	
Total					
<i>American Indian or Alaska Native</i>	<i>Percent of total employees</i>	<i>N/R</i>	<i>0.4%</i>		
<i>Asian</i>	<i>Percent of total employees</i>	<i>N/R</i>	<i>4.3%</i>		
<i>Black or African American</i>	<i>Percent of total employees</i>	<i>N/R</i>	<i>6.9%</i>		
<i>Hispanic or Latino</i>	<i>Percent of total employees</i>	<i>N/R</i>	<i>5.2%</i>		
<i>Native Hawaiian or other Pacific Islander</i>	<i>Percent of total employees</i>	<i>N/R</i>	<i>0.1%</i>		
<i>Not disclosed</i>	<i>Percent of total employees</i>	<i>N/R</i>	<i>1.8%</i>		
<i>Two or more races</i>	<i>Percent of total employees</i>	<i>N/R</i>	<i>2.2%</i>		
<i>White</i>	<i>Percent of total employees</i>	<i>N/R</i>	<i>79.0%</i>		
Staff					
<i>American Indian or Alaska Native</i>	<i>Percent of Staff</i>	<i>N/R</i>	<i>0.5%</i>		
<i>Asian</i>	<i>Percent of Staff</i>	<i>N/R</i>	<i>4.4%</i>		
<i>Black or African American</i>	<i>Percent of Staff</i>	<i>N/R</i>	<i>7.4%</i>		
<i>Hispanic or Latino</i>	<i>Percent of Staff</i>	<i>N/R</i>	<i>5.6%</i>		
<i>Native Hawaiian or other Pacific Islander</i>	<i>Percent of Staff</i>	<i>N/R</i>	<i>0.2%</i>		
<i>Not disclosed</i>	<i>Percent of Staff</i>	<i>N/R</i>	<i>1.9%</i>		
<i>Two or more races</i>	<i>Percent of Staff</i>	<i>N/R</i>	<i>2.3%</i>		
<i>White</i>	<i>Percent of Staff</i>	<i>N/R</i>	<i>77.7%</i>		
Management					
<i>American Indian or Alaska Native</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>0.3%</i>		
<i>Asian</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>3.7%</i>		
<i>Black or African American</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>4.9%</i>		
<i>Hispanic or Latino</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>3.4%</i>		

	Unit	2021	2022	GRI/SASB Indicator	Additional Information	
<i>Native Hawaiian or other Pacific Islander</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>0.04%</i>	GRI 405-1		
<i>Not disclosed</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>1.3%</i>			
<i>Two or more races</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>1.8%</i>			
<i>White</i>	<i>Percent of Management</i>	<i>N/R</i>	<i>84.6%</i>			
Executives						
<i>Asian</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>4.5%</i>			
<i>Black or African American</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>1.5%</i>			
<i>Hispanic or Latino</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>2.2%</i>			
<i>Two or more races</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>2.2%</i>			
<i>White</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>89.6%</i>			
Age by career level						
Total						
<i>Aged <30</i>	<i>Percent of total employees</i>	<i>11%</i>	<i>13%</i>			
<i>Aged 30-50</i>	<i>Percent of total employees</i>	<i>55%</i>	<i>56%</i>			
<i>Aged >50</i>	<i>Percent of total employees</i>	<i>34%</i>	<i>32%</i>			
Staff						
<i>Aged <30</i>	<i>Percent of Staff</i>	<i>13%</i>	<i>15%</i>			
<i>Aged 30-50</i>	<i>Percent of Staff</i>	<i>54%</i>	<i>54%</i>			
<i>Aged >50</i>	<i>Percent of Staff</i>	<i>33%</i>	<i>31%</i>			
Management						
<i>Aged <30</i>	<i>Percent of Management</i>	<i>2%</i>	<i>2%</i>			
<i>Aged 30-50</i>	<i>Percent of management</i>	<i>62%</i>	<i>63%</i>			
<i>Aged >50</i>	<i>Percent of management</i>	<i>36%</i>	<i>35%</i>			
					Our 2022 report grouped Management and Executives as a single category titled "Management". In this year's report, we show Management and Executives as separate categories	

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Executives				GRI 405-1	Our 2022 report grouped Management and Executives as a single category titled "Management". In this year's report, we show Management and Executives as separate categories.
<i>Aged <30</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>0%</i>		
<i>Aged 30-50</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>47%</i>		
<i>Aged >50</i>	<i>Percent of Executives</i>	<i>N/R</i>	<i>53%</i>		
Employee Resource Groups (ERGs)	Number	9	9		
<i>ERG chapters</i>	<i>Number</i>	<i>64</i>	<i>64</i>		Three new chapters were added in 2023.
Talent Development	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Average hours of training per employee during the calendar year	Number	N/R	94	GRI 404-1	Data is based on training hours tracked in our Learning Management System. Employees often participate in additional training courses outside of this system which are not tracked.
Employee Hiring and Turnover	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total employee turnover	Number	N/R	1,486	GRI 401-1	
By gender identity					
<i>Male</i>	<i>Number</i>	<i>N/R</i>	<i>1,169</i>		
<i>Female</i>	<i>Number</i>	<i>N/R</i>	<i>312</i>		
<i>Not disclosed</i>	<i>Number</i>	<i>N/R</i>	<i>5</i>		
By age group					
<i>Aged <30</i>	<i>Number</i>	<i>N/R</i>	<i>225</i>		
<i>Aged 30-50</i>	<i>Number</i>	<i>N/R</i>	<i>586</i>		
<i>Aged >50</i>	<i>Number</i>	<i>N/R</i>	<i>675</i>		
<i>Total new hires</i>	<i>Number</i>	<i>N/R</i>	<i>2,046</i>		
By gender identity					
<i>Male</i>	<i>Number</i>	<i>N/R</i>	<i>1,532</i>		
<i>Female</i>	<i>Number</i>	<i>N/R</i>	<i>475</i>		
<i>Not disclosed</i>	<i>Number</i>	<i>N/R</i>	<i>39</i>		

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
By age group					
Aged <30	Number	N/R	798		
Aged 30-50	Number	N/R	1,018		
Aged >50	Number	N/R	230		
Collective Bargaining Agreements (CBAs)	Unit	2012	2022	GRI/SASB Indicator	Additional Information
Total employees covered by CBAs	Number	3,274	3,342	GRI 2-30	
	Percent	28%	25%		
Total active CBAs	Number	22	21		
CBAs negotiated by Constellation	Number	4	1		
Total employees covered by new and renewed CBAs	Number	1,592	74		
Employee Wellbeing	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Employee benefits	Company-provided benefits include: <ul style="list-style-type: none"> • Comprehensive medical, dental and vision benefits, including a robust well-being program • Disability and life insurance • 401(k) with company match • Employee stock purchase program • Tuition reimbursement up to \$10,000 annually for undergraduate or professional certification courses and up to \$15,000 annually for graduate courses • Access to digital physical therapy, expert medical opinion and cancer care services, a diabetes management program, digital and virtual mental health resources, an employee assistance program, telehealth and telebehavioral health, a smoking, tobacco and nicotine cessation program, employee discount marketplace, a 24/7 nurseline and fitness reimbursement and discounts • Adoption assistance and legal insurance • Paid time off for vacation, holidays and sick days • Up to 10 days of back-up child and elder care services, including academic and sitter services • Up to 16 weeks of paid parental leave for mothers after giving birth • Up to 8 weeks of paid parental leaves for fathers and adoptive parents when the child arrives • Up to 2 weeks of paid leave to care for a family member with a critical illness For more information, please see our 2023 Sustainability Report .			GRI 401-2 GRI 403-6 GRI 401-3	
Employees in a flexible working arrangement	Percent of employees	40%	39%	-	

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Employee engagement survey results					
<i>Response rate</i>	<i>Percent of employees</i>	<i>N/R</i>	74%	-	
<i>Employees who viewed Constellation favorably</i>	<i>Percent of employees</i>	<i>N/R</i>	66%	-	
<i>Employees who viewed Constellation as neutral</i>	<i>Percent of employees</i>	<i>N/R</i>	22%		
<i>Employees who viewed Constellation unfavorably</i>	<i>Percent of employees</i>	<i>N/R</i>	12%		
Health and Safety Management	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Board level responsibility for health and safety management	The Nuclear Oversight Committee of the Board oversees the management of health and safety performance across the enterprise.			GRI 2-9	
Executive level responsibility for health and safety management	Our Safety Council, chaired by the CEO of our Generation business and comprised of the vice presidents of health and safety for each business unit and staff from Legal, Audit and other teams, provides executive-level oversight of our health and safety strategy. For more information, please see our 2023 Sustainability Report .				
Board level responsibility for nuclear safety	The Constellation Board of Directors provides oversight on the development and execution of our nuclear safety strategy. The Nuclear Oversight Committee of the Board oversees the safe and reliable management and operation of our nuclear-generating facilities. The Committee also oversees compliance with policies and procedures to manage and mitigate risks associated with the security and integrity of our nuclear assets and reviews environmental, health and safety issues relating to nuclear-generating facilities. For more information, please see our 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	
Executive level responsibility for nuclear safety	Our Chief Nuclear Officer oversees our corporate-level Management Model to consistently manage safety and provide fleet-wide coordination around regulatory compliance, cost-effectiveness and safe operational practices. For more information, please see our 2023 Sustainability Report .				
Relevant policies and resources	Nuclear Oversight Committee Charter				
	Corporate Safety Policy				
	Nuclear safety webpage				
	Decommissioning webpage				
	Nuclear Oversight Committee Charter				

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Health and Safety Metrics	Unit	2021	2022	GRI/SASB Indicator	Health and safety-related rates are calculated based on 200,000 hours worked
Employees and relevant contractors covered by an occupational health and safety management systems	Percent of employees and contractors	100%	100%	GRI 403-8	We expect all contractors to follow Constellation's, or an approved equivalent, safety systems.
Total health and safety training hours	Number	450,000	200,000	GRI 403-5	Our 2021 data included Exelon employees due to systems and data related to the company separation not being fully separated; however, our 2022 data includes only Constellation employees.
Employee health and safety incidents					
<i>Fatalities</i>	<i>Number</i>	<i>N/R</i>	<i>0</i>	GRI 403-9 SASB IF-EU-320a.1	
	<i>Rate</i>	<i>N/R</i>	<i>0</i>		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
<i>High-consequence work-related injuries (excluding fatalities)</i>	<i>Number</i>	<i>N/R</i>	<i>1</i>	GRI 403-9 SASB IF-EU-320a.1	
	<i>Rate</i>	<i>1.16</i>	<i>0.01</i>	GRI 403-9 SASB IF-EU-320a.1	Rate of high consequence work-related injuries = (Number of high consequence work-related injuries / Number of hours worked) x 200,000
<i>Recordable work-related injuries</i>	<i>Number</i>	<i>N/R</i>	<i>36</i>	GRI 403-9 SASB IF-EU-320a.1	The main types of work-related injuries reported include lacerations, sprains and strains.
	<i>Rate</i>	<i>0.08</i>	<i>0.34</i>	GRI 403-9 SASB IF-EU-320a.1	Rate of recordable work-related injuries = (Number of recordable work-related injuries / Number of hours worked) x 200,000
<i>Total recordable incident rate (TRIR)</i>	<i>Rate</i>	<i>0.08</i>	<i>0.35</i>	SASB IF-EU-320a.1	TRIR = (Total Number of Contractor and Employee Incidents/Total Number of Hours worked) x 200,000
<i>Lost time incident rate (LTIR)</i>	<i>Rate</i>	<i>N/R</i>	<i>0.09</i>		Lost Time Incident Rate (LTIR) = (Number of incidents involving days away from work / Number of hours worked) x 200,000
<i>OSHA Days Away Restricted or Transferred (DART) rate</i>	<i>Rate</i>	<i>0.13</i>	<i>0.24</i>		The number of work-related injuries or illnesses that result in days away from work, restricted work or transfer, per 100 employees.
<i>Recordable work-related ill health</i>	<i>Number</i>	<i>N/R</i>	<i>0</i>	GRI 403-10	Atmospheric exposure as defined by OSHA; This would include only new cases of illness identified during 2022.

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Contractor health and safety incidents					
Fatalities	Number	N/R	0	GRI 403-9 SASB IF-EU-320a.1	
	Rate	N/R	0		
High-consequence work-related injuries (excluding fatalities)	Number	N/R	0	GRI 403-9 SASB IF-EU-320a.1	
	Rate	N/R	0		
Recordable work-related injuries	Number	N/R	13	GRI 403-9 SASB IF-EU-320a.1	The main types of work-related injuries reported include lacerations, sprains, strains and fractures.
	Rate	0.22	0.39		
Recordable work-related ill health	Number	N/R	0	GRI 403-10	Atmospheric exposure as defined by OSHA; This would include only new cases of illness identified during 2022.
Nuclear Plant Safety	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Control operators trained/qualified during the year	Number	93	66		
Incidents on the International Atomic Energy Agency (IAEA) Nuclear Event Scale	Number	N/R	0		
Corporate Philanthropy and Volunteerism	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Constellation community donations	Million USD	\$5.2	\$7.9		
Share of Constellation direct giving that impacts diverse populations	Percent of Constellation direct giving	84%	87%		
U.S. states benefiting from Constellation community donations	Number	31	33		
Non-profits benefiting from Constellation community donations	Number	1,000	700		
Employee community donations	Million USD	\$5.0	\$4.6		
Employee volunteer hours	Hours	64,800	80,000		
Governance					
Corporate Governance	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Board level responsibility for ethics issues	The Constellation Board of Directors provides oversight of our compliance with laws and ethical principles and is committed to ensuring that Constellation conducts business in accordance with the highest standards of ethics, integrity, and transparency. For more information, please see our 2023 Proxy Statement and 2023 Sustainability Report .			GRI 2-9	

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Executive level responsibility for ethics issues	Constellation's Ethics and Compliance Office and business unit compliance departments oversee our adherence to regulatory obligations and conduct various annual risk assessments of compliance risks across our company. For more information, please see our 2023 Sustainability Report .			GRI 2-9	
Board level responsibility for cybersecurity issues	The Constellation Board of Directors provides oversight on the development and execution of cybersecurity strategy. The Nuclear Oversight Committee of the Board is responsible for the establishment of, and compliance with, policies and procedures to manage and mitigate risks, including cybersecurity risks. For more information, please see our 2023 Proxy Statement , relevant committee charters and 2023 Sustainability Report .			GRI 2-9	
Executive level responsibility for cybersecurity issues	Our Cyber Security team is responsible for closely monitoring the evolving threat landscape, implementing security controls based on the National Institute of Standards & Technology Cyber Security Framework and continuously updating our advanced technical capabilities. For more information, please see our 2023 Sustainability Report .			GRI 2-9	
Relevant policies and resources	2023 Proxy Statement				
	2022 Form 10-K				
	Board & Committees webpage				
	Ethics and Governance webpage				
	Committee Charters				
	Corporate Governance Principles				
	Constellation Bylaws				
	Code of Business Conduct				
	Constellation Ethics Help Line				
	Supplier Code of Conduct				
	Suppliers website				
	Related Persons Transactions Policy				
	External Lobbyists or Political Consultants				
	2022 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					

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Board Member Diversity	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total number of Board members	Number	N/R	10	GRI 405-1	Constellation added a new Board member in May 2023 which brings the total count to 11 as of July 2023.
By gender identity					
<i>Male</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>70%</i>	<i>GRI 405-1</i>	
<i>Female</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>30%</i>	<i>GRI 405-1</i>	
By racial or ethnic diversity					
<i>White</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>60%</i>	<i>GRI 405-1</i>	This data represents each director's self-identification of their race and/or ethnicity. Constellation considers an individual who self-identifies as one or more of the following to be racially or ethnically diverse: Black or African American, Hispanic or Latinx, Asian (including South Asian), Native American or Alaska Native, Native Hawaiian or Pacific Islander, or Middle Eastern or North African. As of July 2023, slightly less than 30 percent (i.e., 27 percent) of Board members are women and 45 percent are racially or ethnically diverse.
<i>People of color</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>40%</i>	<i>GRI 405-1</i>	
By age					
<i>Aged <30</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>0%</i>	<i>GRI 405-1</i>	
<i>Aged 30-50</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>0%</i>	<i>GRI 405-1</i>	
<i>Aged >50</i>	<i>Percent of Board members</i>	<i>N/R</i>	<i>100%</i>	<i>GRI 405-1</i>	
Ethics	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Suppliers that go through Constellation's Managed Supply Process to whom anti-corruption policies and procedures have been communicated	Number	N/R	4,250	GRI 205-2	
	Percent of business partners	N/R	100%	GRI 205-2	

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Employees who completed required Code of Conduct training	Percent of employees	99%	99%	-	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. In 2022, we achieved an average 99% completion rate for the certification of compliance questionnaire.
Data Privacy and Cyber Security	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Number of financially material cyber incidents impacting Constellation's assets, operations, or information	Number	N/R	0	SASB IF-EU-550a.1	
Percentage of employees who receive cybersecurity training	Percent of employees	N/R	100%	SASB IF-EU-550a.1	
Supply Chain	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Diversity-certified supplier spend	Million USD	\$300	\$481		
<i>Share of total supplier spend on diverse suppliers</i>	<i>Percent of supplier spend</i>	<i>13%</i>	<i>19%</i>		
<i>Share of total supplier spend on local suppliers</i>	<i>Percent of supplier spend</i>	<i>N/R</i>	<i>39%</i>	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 of new suppliers	Constellation uses a standardized environmental questionnaire for all prospective suppliers that go through our Managed Supply Process that are invited to participate in request for proposals (RFPs) for applicable categories of work. The questionnaire requests supplier information regarding their environmental compliance track record over the last five years, as well as whether they track their GHG emissions and if they possess any certifications from third party environmental agencies. RFPs that contain this environmental questionnaire include, but are not limited to, scopes of work that fall under categories such as chemicals, gases, fuel, radioactive waste, and heavy hauling.		GRI 308-1	

	Unit	2021	2022	GRI/SASB Indicator	Additional Information
New suppliers screened using social criteria	Percent of new suppliers	Constellation uses a standardized supplier-scorecard template for all suppliers that go through our Managed Supply Process that participate in an RFP. Any scope of work that is over \$1,000,000 in total spend must go through Constellation's Strategic Sourcing process and be approved by the Chief Supply Officer. This supplier scorecard is used to grade supplier responses to an RFP on an even playing field and includes social criteria categories such as: 1. Supplier Safety (OSHA recordables / Employee Qualifications); 2. Diverse Business Empowerment (either the supplier's own diverse certification, or supplier's commitment to utilize diverse subcontractors where possible) and 3. Union Affiliation (we do not represent a position or preference for union requirements in RFP's, unless a particular business unit has a contractual requirement for the use of union labor such as building trades labor agreements).		GRI 414-1	
Political Contributions	Unit	2021	2022	GRI/SASB Indicator	Additional Information
Total political contributions attributed to Constellation	USD	\$424,341	\$1,085,048	GRI 415-1	
Political contributions by funding recipient	USD	See KPI Index of 2022 Constellation Sustainability Report	Browse Committees FEC		