

Data and Disclosure
Appendix

2026



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Sustainability Data Table

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Note that the data and information in the following tables reflects Constellation’s business performance and progress for the period of January 1, 2025 to December 31, 2025, prior to our acquisition of Calpine Corporation, which was finalized in January 2026.

 [Constellation 2026 Sustainability Report](#)

 KEY LINKS
[Constellation Code of Business Conduct](#)
[2025 Form 10-K](#)
[Constellation 2026 Proxy Statement](#)
[Management Approach of Sustainability Topics](#)





	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
General						
Financial Performance	Unit	2023	2024	2025	GRI/SASB Indicator	
Operating revenues	Million USD	\$24,918	\$23,568	\$25,533	GRI 201-1	For more information on our financial performance, please refer to Constellation's 2025 Form 10-K .
Net revenues	Million USD	\$1,610	\$4,352	\$3,086		
Market Information	Unit	2023	2024	2025	GRI/SASB Indicator	
Total customers served (annual average)	Number	1,984,408	1,711,296	1,541,127	SASB IF-EU-000.A	Customer counts are for power customers only.
<i>Residential</i>	<i>Number</i>	<i>1,392,245</i>	<i>1,113,912</i>	<i>947,888</i>		
<i>Commercial</i>	<i>Number</i>	<i>583,352</i>	<i>589,039</i>	<i>584,928</i>		
<i>Industrial</i>	<i>Number</i>	<i>8,811</i>	<i>8,345</i>	<i>8,311</i>		
Energy Generated and Sold	Unit	2023	2024	2025	GRI/SASB Indicator	
Total owned generating capacity	MW	33,094	31,676	31,676		
Nuclear	MW	22,070	22,068	22,069		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.
<i>Share of total Constellation owned generating capacity</i>	<i>Percent</i>	<i>67%</i>	<i>70%</i>	<i>70%</i>		
<i>Nuclear fleet capacity factor</i>	<i>Percent</i>	<i>94.4%</i>	<i>94.6%</i>	<i>94.7%</i>		Data reflects the capacity factor for nuclear facilities operated by Constellation.
Natural gas and oil	MW	8,461	7,045	7,046		The decrease in reported net capacity in 2024 reflected the planned retirement of our Mystic natural gas plant in Massachusetts.
<i>Share of total Constellation owned generating capacity</i>	<i>Percent</i>	<i>26%</i>	<i>22%</i>	<i>22%</i>		
Renewables and storage	MW	2,563	2,563	2,561		
<i>Share of total Constellation owned generating capacity</i>	<i>Percent</i>	<i>8%</i>	<i>8%</i>	<i>8%</i>		
Total electricity generated	GWh	200,785	208,434	204,944	SASB IF-EU-000.D	Please refer to the Sales and Supply Sources section in Constellation's 2025 Form 10-K for additional details on 2024 and 2025 data.
Nuclear	GWh	174,046.47	181,783	182,696		
<i>Share of Constellation generation</i>	<i>Percent</i>	<i>87%</i>	<i>87%</i>	<i>89%</i>		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 2025 Form 10-K shows our ownership of consolidated generating facilities at 10 percent to be consistent with the income statement presentation
Natural gas and oil	GWh	22,959	20,616.165	16,456.357		
<i>Share of Constellation generation</i>	<i>Percent</i>	<i>11%</i>	<i>10%</i>	<i>8%</i>		
Renewables and storage	GWh	3,778.949	5,752	5,752		
<i>Share of Constellation generation</i>	<i>Percent</i>	<i>2%</i>	<i>3%</i>	<i>3%</i>		
Share of electricity generated in regulated markets	Percent	2.2%	2.2%	1.9%		
Total electricity delivered to customers	MWh	197,989,177	194,230,281	197,884,599	SASB IF-EU-000.B	
<i>Residential customers</i>	<i>MWh</i>	<i>11,797,826</i>	<i>10,137,318</i>	<i>8,615,166</i>		
<i>Commercial customers</i>	<i>MWh</i>	<i>104,493,054</i>	<i>106,998,384</i>	<i>112,361,935</i>		
<i>Industrial customers</i>	<i>MWh</i>	<i>18,802,190</i>	<i>18,945,013</i>	<i>19,118,978</i>		
<i>All other retail customers</i>	<i>MWh</i>	<i>434,298</i>	<i>482,824</i>	<i>649,162</i>		
<i>Wholesale customers</i>	<i>MWh</i>	<i>62,461,809</i>	<i>57,666,742</i>	<i>57,139,358</i>		
Wholesale electricity purchased for customers	TWh	67.2	61.0	64.0	SASB IF-EU-000.E	
Natural gas purchased for customers	MMBtu	1,173,405,651	1,165,029,381	1,147,066,486		



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Environmental						
Energy/Fuel Consumption	Unit	2023	2024	2025	GRI/SASB Indicator	
Total energy/fuel consumed	GWh	51,727	45,622	38,126	GRI 302-1 GRI 302-2	Per CDP guidance, this data excludes nuclear fuel. Please note that individual values may not sum to the total value due to rounding.
Total non-renewable energy/fuel	GWh	50,768	44,805	37,185		
Total renewable energy/fuel	GWh	43.12	36	52		
Total purchased electricity	GWh	916	788	888		
Percentage of energy consumed from the grid	Percent	1.8%	1.7%	2.3%		
Energy consumption intensity	GWh / million USD revenue	2.08	1.94	1.49	GRI 302-3	
Customer Energy Consumption	Unit	2023	2024	2025	GRI/SASB Indicator	
Reductions in energy requirements of sold products and services achieved during the reporting period	MWh	511,306	470,809	449,812	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	2023	2024	2025	GRI/SASB Indicator	
Scope 1 GHG emissions	Metric tons of carbon dioxide equivalents (CO ₂ e)	9,679,181	8,403,750	6,962,406	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. Our Scope 1 emissions decreased by 17.9 percent compared to 2024, from 8.4 million metric tons of CO ₂ e in 2024 to 6.9 million metric tons in 2025. This decrease is mainly due to our natural gas generation assets in Texas continuing to be called on less frequently, planned and unplanned outages including at Colorado Bend and Wolf Hollow, and the retirement of our Mystic natural gas plant in Massachusetts. For more information, please see the GHG Emissions section of the 2026 Sustainability Report .
Scope 1 biogenic CO ₂ emissions	Metric tons CO ₂ e	13	9	10	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	6.4%	9.7%	5.7%	SASB IF-EU-110a.1	
Percentage of Scope 1 emissions covered under emissions-reporting regulations	Percent	99.4%	99.2%	98.8%		



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Greenhouse Gas Emissions (cont.)	Unit	2023	2024	2025	GRI/SASB Indicator	
Scope 2 (location-based) GHG emissions	Metric tons CO ₂ e	292,891	235,746	265,823	GRI 305-2	Gases included in the calculation include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃, but only CO₂, CH₄, and N₂O are relevant to our operations. Constellation calculates Scope 2 emissions using guidance from the IPCC 4th Assessment Report. Our location-based Scope 2 emissions increased by 12 percent in 2025 compared to 2024, reflecting a portfolio-wide rise in purchased electricity that was driven primarily by operational and weather factors rather than a structural change in underlying load. Increased pumping activity at our Muddy Run pumped-storage facility was the largest single contributor to the year-over-year increase due to a warmer-than-normal summer across the PJM footprint. The warmer summer in the PJM region, along with some extended maintenance outages, contributed to the increase in operational energy use across our fleet as well.
Scope 2 (market-based) GHG emissions	Metric tons CO ₂ e	379,850	66,756	76,870		Our market-based Scope 2 emissions increased by 15 percent, which can be attributed to the same drivers for the increase to our location-based emissions. We continue to procure HCFE 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.
Total Scope 1 and 2 (location-based) GHG emissions	Metric tons CO ₂ e	9,972,072	8,639,496	7,228,229		
Total Scope 1 and 2 (market-based) GHG emissions	Metric tons CO ₂ e	10,059,031	8,470,505	7,039,276		
GHG emissions intensity (Scope 1 and 2, location-based)	Metric tons CO ₂ e / million USD revenue	400,000	366,577	283	GRI 305-4	Denominator represents total operating revenues.
GHG emissions intensity (Scope 1 and 2, market-based)	Metric tons CO ₂ e / million USD revenue	404,000	359,407	276		
Total relevant Scope 3 GHG emissions	Metric tons CO ₂ e	87,482,855	84,580,903	85,286,582	GRI 305-3	Gases included in the calculation include CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆. 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 ₂ e	24,922,161	22,480,343	24,030,349		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 6 Business travel	Metric tons CO ₂ e	5,817	5,800	5,701		
Category 8 Upstream Leased Activities: Fuel and energy used in leased facilities and equipment	Metric tons CO ₂ e	6,203	9,850	5,330		
Category 11 Use of Sold Products: Natural gas sold by Constellation New Energy (as used by customers)	Metric tons CO ₂ e	62,322,096	61,877,593	60,929,888		
Category 11 Use of Sold Products: Heating and cooling equipment operated for others	Metric tons CO ₂ e	226,578	207,317	315,314		



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
GHG Emissions Reductions/Avoidance	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Total avoided carbon emissions from carbon-free generation asset	Metric tons CO ₂ e	124,553,213	126,321,224	126,855,910		2025 data estimated based on 189 TWhs of zero-emissions electricity generated by our nuclear and renewable fleet during 2025, using the U.S. Environmental Protection Agency's (EPA) GHG Equivalencies Calculator.
Avoided carbon emissions – nuclear generation	Metric tons CO ₂ e	121,587,152	122,157,977	122,771,533		
Avoided carbon emissions – renewable generation	Metric tons CO ₂ e	2,966,061	4,163,247	4,084,377		
GHG emissions reduced as a direct result of reduction initiatives	Metric tons CO ₂ e	227,898	208,644	205,359	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	2023	2024	2025	GRI/SASB Indicator	
Nitrogen oxide (NO _x) emissions	Metric tons	804	667	774	GRI 305-7 SASB IF-EU-120a.1	In 2025, 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 46 and 72 percent, respectively since 2019.
NO _x emissions intensity	kg/MWh generated	0.004	0.003	0.004		
Sulfur oxide (SO _x) emissions	Metric tons	53	46	52		For more information, please see the most recent Benchmarking Air Emissions of the 100 Largest Power Producers in the US Report , published December 2025.
SO _x emissions intensity	kg/MWh generated	0.0003	0.0002	0.0003		
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		Constellation generation assets do not emit lead or mercury, or material amounts of PM ₁₀ .
Ozone-depleting substances (ODS) emissions	Metric tons CFC-11 equivalent	1.59	4.92	1.30	GRI 305-6	
Environmental Compliance	Unit	2023	2024	2025	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 the Management Approach of Sustainability Topics: 1 Protecting Our Planet section of our website for additional details.
Total permit non-compliances	Number	16	14	20	SASB IF-EU-140a.2	
Air	Number	4	2	8		
Land	Number	1	0	0		
Water	Number	11	12	12		
Total notices of violation	Number	0	2	2		
Air	Number	0	0	1		
Land	Number	0	0	0		
Water	Number	0	2	1		
Total monetary value of significant environmental fines	USD	0	0	0		
Total reportable spills	Number	2	3	3		Only spills that exceed federal reportable quantities for ground or water are disclosed here.
Biodiversity	Unit	2023	2024	2025	GRI/SASB Indicator	
Number of sites with certified biodiversity programs	Sites	15	16	17	GRI 304-3	Please refer to the Biodiversity section of our 2026 Sustainability Report and the Management Approach of Sustainability Topics: 1.3.4 Biodiversity Protection section of our website for more information about our biodiversity protection programs.



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Water	Unit	2023	2024	2025	GRI/SASB Indicator	
Total water withdrawal/intake	Megaliters	48,697,737	49,077,713	51,192,040	GRI 303-3 SASB IF-EU-140a.1	Please note that individual values may not sum to the total value due to rounding.
Surface freshwater	Megaliters	N/R	43,858,870	46,109,079		
Surface brackish water/seawater	Megaliters	N/R	4,657,048	4,541,280		
Groundwater	Megaliters	N/R	559,065	539,675		
Third party destinations	Megaliters	N/R	2,731	2,005		
Share of withdrawn water returned to source	Percent	98.5%	98.4%	98.5%		
Total water discharge	Megaliters	47,960,046	48,277,926	50,409,566	GRI 303-4	Please note that individual values may not sum to the total value due to rounding.
Surface freshwater	Megaliters	N/R	43,620,838	45,868,246		
Surface brackish water/seawater	Megaliters	N/R	4,657,072	4,541,300		
Third party destinations	Megaliters	N/R	16	20		
Total water consumption	Megaliters	737,692	799,787	782,474	GRI 303-5 SASB IF-EU-140a.1	
Total water consumed in areas with water stress	Megaliters	Negligible in all 3 yrs				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.
Water consumption intensity	Cubic meters/MWh generated	3.75	3.96	3.93		Please note the denominator for this metric is the MWh produced by our thermal generation fleet, and does not include our renewables fleet, which does not consume any significant volumes of water.
Total water recycled through closed cycle cooling systems	Megaliters	6,649,680	6,942,877	7,121,581		
Waste	Unit	2023	2024	2025	GRI/SASB Indicator	
Total waste generated (non-radioactive)	Metric tons	N/R	4,339	5,036	GRI 306-3 GRI 306-4	
Total waste diverted from disposal (non-radioactive)	Metric tons	N/R	1,904	2,327		
Total non-hazardous waste generated	Metric tons	N/R	4,251	4,928		
Non-hazardous waste diverted from disposal	Metric tons	N/R	1,865	2,248		
Total hazardous waste generated	Metric tons	42	47	38		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.
Hazardous waste diverted from disposal	Metric tons	<1	10	18		Please note that the significant increase from 2023 to 2024 is a result of diverting unused materials from one facility to another for direct use.
Total universal waste generated	Metric tons	N/R	41	71		Universal waste is 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.
Universal waste diverted from disposal	Metric tons	N/R	29	61		
Total radioactive waste disposed	Cubic meters	1,849	1,681	1,774		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 section of our 2026 Sustainability Report, and to the Management Approach of Sustainability Topics: 1.3.5 Spent Fuel and Waste Management section of our website.



Unit		2023	2024	2025	GRI/SASB Indicator	Additional Information
Social						
Workforce Composition	Unit	2023	2024	2025	GRI/SASB Indicator	
Total number of employees	Number	13,871	14,264	15,339	GRI 2-7	
By employment type						
Regular employees	Number	13,833	14,219	15,279	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	10,672	10,897	11,697		
Female	Number	3,078	3,232	3,477		
Not disclosed	Number	83	90	105		
Temporary employees	Number	38	45	60		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	28	27	38		
Female	Number	10	18	22		
Full-time employees	Number	13,813	14,215	15,291		
Male	Number	10,674	10,904	11,691		
Female	Number	3,056	3,221	3,458		
Not disclosed	Number	83	90	105		
Part-time employees	Number	58	49	48		
Male	Number	26	20	6		
Female	Number	32	29	19		
Sex						
Male	Percent	77%	77%	77%	GRI 405-1	Please note that individual values may not total 100 percent due to rounding.
Female	Percent	22%	23%	23%		
Not disclosed	Percent	1%	1%	1%		
Women in management roles	Percent	N/R	N/R	22%		Management is defined as managers as well as all employees who have direct reports and supervisory responsibilities, as well as executives such as vice presidents and senior level officials that plan, direct, or coordinate activities typically with the support of subordinate executives and managers.



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Workforce Composition (cont.)	Unit	2023	2024	2025	GRI/SASB Indicator	
Race or ethnicity						
American Indian or Alaska Native	Percent	<1%	<1%	<1%	GRI 405-1	
Asian	Percent	5%	5%	5%		
Black or African American	Percent	7%	7%	7%		
Hispanic or Latino	Percent	6%	6%	7%		
Native Hawaiian or other Pacific Islander	Percent	<1%	<1%	<1%		
Not disclosed	Percent	2%	2%	2%		
Two or more races	Percent	2%	3%	3%		
White	Percent	78%	77%	76%		
Minorities in management roles	Percent	N/R	N/R	17%		Management is defined as managers as well as all employees who have direct reports and supervisory responsibilities, as well as executives such as vice presidents and senior level officials that plan, direct, or coordinate activities typically with the support of subordinate executives and managers.
Age						
Aged < 30	Percent	13%	14%	15%	GRI 405-1	Metric is based on the number of regular (excluding temporary) employees.
Aged 30-50	Percent	56%	56%	57%		
Aged > 50	Percent	31%	30%	28%		
Talent Development	Unit	2023	2024	2025	GRI/SASB Indicator	
Percentage of total employees in positions designated to receive regular performance reviews who received performance reviews	Percent	96%	97%	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	89	141	GRI 404-1	



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Employee Hiring and Turnover	Unit	2023	2024	2025	GRI/SASB Indicator	
Total employee turnover	Number	1,063	1,060	1,057	GRI 401-1	For information on our employee turnover rates, please refer to the Turnover Rates section in Constellation's 2025 Form 10-K (pages 28). In 2025, 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, 2025. This metric excludes temporary employees.
By sex						
Male	Number	844	862	850		
Female	Number	205	190	200		
Not disclosed	Number	14	8	7		
By age group						
Aged <30	Number	203	154	179		
Aged 30-50	Number	411	390	396		
Aged >50	Number	449	516	482		
Total new hires	Number	1,519	1,420	2,100		
By sex						
Male	Number	1,106	1,060	1,666		
Female	Number	395	346	441		
Not disclosed	Number	18	14	24		
By age group						
Aged <30	Number	621	626	838		
Aged 30-50	Number	730	659	1,093		
Aged >50	Number	168	135	200		
Collective Bargaining Agreements (CBAs)	Unit	2023	2024	2025	GRI/SASB Indicator	
Total employees covered by CBAs	Number	3,343	3,333	3,584	GRI 2-30	
	Percent	25%	23%	23%		
Total employees covered by CBAs (new and renewed in the reporting year)	Number	410	726	597		
Total active CBAs	Number	21	21	21		
CBAs negotiated by Constellation (new and renewed in the reporting year)	Number	4	8	3		
Employee Engagement	Unit	2023	2024	2025	GRI/SASB Indicator	
Engagement survey results						
Percentage of employees who responded to survey	Percent	N/A	80%	N/A		We entered “N/A” in the 2023 and 2025 columns for these metrics as Constellation’s employee engagement survey is conducted biennially, and therefore was not conducted in either of those years.
Percentage of respondents who viewed Constellation favorably	Percent	N/A	71%	N/A		
Percentage of respondents who viewed Constellation as neutral	Percent	N/A	20%	N/A		
Percentage of respondents who viewed Constellation unfavorably	Percent	N/A	9%	N/A		



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Health and Safety	Unit	2023	2024	2025	GRI/SASB Indicator	
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 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.
	Rate	0	0	0		
High-consequence work-related injuries (excluding fatalities)	Number	0	0	0		Rate of high consequence work-related injuries = (Number of high consequence work-related injuries / Number of hours worked) x 200,000.
	Rate	0.00	0	0		
Recordable work-related injuries	Number	38	35	36		The main types of work-related injuries reported include lacerations, sprains and strains.
	Rate	0.32	0.26	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	0.12	0.12	0.03		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	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.
Contractor health and safety incidents						
Contractor fatalities	Number	0	0	1	GRI 403-9 SASB IF-EU-320a.1	
	Rate	0	0	0.03		
Contractor high-consequence work-related injuries (excluding fatalities)	Number	0	0	0		Rate of high consequence work-related injuries = (Number of high consequence work-related injuries / Number of hours worked) x 200,000.
	Rate	0	0	0		
Contractor recordable work-related injuries	Number	16	9	7		The main types of work-related injuries reported include lacerations, sprains, strains and fractures.
	Rate	0.46	0.27	0.24		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	0.03	0		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	2023	2024	2025	GRI/SASB Indicator	
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	25	21	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.
Licensee response	Number	20	19	21		
Regulatory response	Number	1	2	0		
						For more information about the NRC's Reactor Oversight Process Action Matrix, please visit https://www.nrc.gov/reactors/operating/oversight/ropdescription.html .



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Corporate Philanthropy and Volunteerism	Unit	2023	2024	2025	GRI/SASB Indicator	
Combined Constellation, Foundation and employee giving	Million USD	\$18.7	\$20.0	\$24.5		
<i>Constellation community donations</i>	<i>Million USD</i>	<i>\$13.6</i>	<i>\$14.7</i>	<i>\$18.9</i>		
<i>Employee community donations</i>	<i>Million USD</i>	<i>\$5.1</i>	<i>\$5.3</i>	<i>\$5.6</i>		
U.S. states benefiting from Constellation community donations	Number	31	30	31		
Non-profits benefiting from Constellation donations	Number	4,400	4,100	719		The 2025 value reflects an updated calculation methodology. Prior to 2025, this metric included employee donations.
Employee volunteer hours	Hours	102,663	116,500	128,900		



	Unit	2023	2024	2025	GRI/SASB Indicator	Additional Information
Governance						
Board Member Composition	Unit	2023	2024	2025	GRI/SASB Indicator	
Total number of board members	Number	11	13	12	GRI 405-1	This information is as of December 31, 2025. Please visit our website for updated information about our Board of Directors and Committees.
Male	Percent	73	69	75		
Female	Percent	27	31	25		
						This data represents each director’s self-identification of their race and/or ethnicity.
White	Percent	45	62	58		
People of color	Percent	45	38	42		
Ethics	Unit	2023	2024	2025	GRI/SASB Indicator	
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 2026 Sustainability Report
Data Privacy and Cybersecurity	Unit	2023	2024	2025	GRI/SASB Indicator	
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%		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	2023	2024	2025	GRI/SASB Indicator	
Share of total supplier spend on local suppliers	Percent	39%	34%	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.
Suppliers that go through Constellation’s Managed Supply Process to whom anti-corruption policies and procedures have been communicated	Number	5,010	2,862	2,979	GRI 205-2	
	Percent of applicable suppliers	100%	100%	100%		
Percentage of new suppliers screened using environmental criteria	Percent	See Additional Information column for more details.			GRI 308-1	Please refer to Management Approach of Sustainability Topics > Governance > 3.5 Supply Chain section on our website..
Percentage of new suppliers screened using social criteria	Percent	See Additional Information column for more details.			GRI 414-1	Please refer to Management Approach of Sustainability Topics > Governance > 3.5 Supply Chain section on our website..
Political Contributions	Unit	2023	2024	2025	GRI/SASB Indicator	
Total political contributions attributed to Constellation	USD	\$1,162,925	\$936,060	\$1,096,100	GRI 415-1	
Political contributions by funding recipient	USD	See Additional Information column for more details.				Please refer to the Political Activities section of the Ethics & Compliance section of our website for a list of biannual corporate political contributions reports that provide details on political contributions made by Constellation and/or its subsidiaries.



02

Reporting Frameworks

- 17 GRI Content Index
- 26 SASB Index
- 29 TCFD Index

We reference disclosures from leading sustainability frameworks in this report, including the 2021 Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Electric Utilities and Power Generators Standard and the Taskforce for Climate-related Financial Disclosures (TCFD).

 [Constellation 2026 Sustainability Report](#)

-  KEY LINKS
- [Constellation Code of Business Conduct](#)
 - [2025 Form 10-K](#)
 - [Constellation 2026 Proxy Statement](#)
 - [Management Approach of Sustainability Topics](#)





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.



[Constellation 2026 Sustainability Report](#)



[Constellation Code of Business Conduct](#)
[2025 Form 10-K](#)
[Constellation 2026 Proxy Statement](#)
[Management Approach of Sustainability Topics](#)

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 2025 Form 10-K: Item 1. Business (p. 7-28) Constellation 2025 Form 10-K: Item 5. Market for Registrant’s Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities (p. 50-51) Constellation Corporate Headquarters 1310 Point Street, Baltimore, Maryland 21231
	2-2	Entities included in the organization’s sustainability reporting	Constellation 2026 Sustainability Report: About This Report (p. 49)
	2-3	Reporting period, frequency and contact point	Our sustainability and financial reporting periods are both January 1, 2025, to December 31, 2025, unless otherwise indicated. Our 2026 Sustainability Report was published on June 25, 2026. For any questions regarding our 2026 Sustainability Report, please message sustainability@constellation.com.
	2-4	Restatements of information	Constellation has not made any restatements of information from the previous reporting period.
	2-5	External assurance	Constellation 2026 Sustainability Report: About This Report (p. 49) External GHG Emissions Inventory Assurance Statement
	2-6	Activities, value chain and other business relationships	Constellation 2025 Form 10-K: Item 1. Business (p. 7-28) Constellation 2025 Form 10-K: Item 7a. Quantitative and Qualitative Disclosures About Market Risk (p. 78-81) Management Approach of Sustainability Topics > Governance > 3.5 Supply Chain
	2-7	Employees	Sustainability Data Table > Social > Workforce Composition (p. 9) Constellation 2025 Form 10-K: Item 1. Business > Employees (p. 27-28)
	2-9	Governance structure and composition	Constellation 2026 Proxy Statement: Corporate Governance (p. 31-44) Corporate Governance Principles Corporate Governance Committee Charter Management Approach of Sustainability Topics > Governance > 3.1 Governance Structure Management Approach of Sustainability Topics > People > 2.3 Health and Safety Management Approach of Sustainability Topics > Planet > 1.1 Board and Executive Oversight of Climate and the Environment > 1.1.2 Sustainability Governance Management Approach of Sustainability Topics > Governance > 3.3 Ethical Business Conduct > 3.3.1 Ethics and Compliance Management Approach of Sustainability Topics > Governance > 3.4 Cybersecurity Leadership webpage
	2-10	Nomination and selection of the highest governance body	Constellation 2025 Form 10-K: Item 10. Directors, Executive Officers and Corporate Governance (p. 166-167) Constellation 2026 Proxy Statement: Corporate Governance > Director Qualification and Nomination Criteria (p. 31) Corporate Governance Committee Charter Corporate Governance Principles
	2-11	Chair of the highest governance body	The Chairman 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 2026 Proxy Statement: About Us > Board Oversight of Sustainability (p. 17) Management Approach of Sustainability Topics > Governance > 3.1 Governance Structure Management Approach of Sustainability Topics > Governance > 3.3 Ethical Business Conduct > 3.3.1 Ethics and Compliance Constellation 2026 Sustainability Report: Introduction > Our Sustainable Business Strategy (p.7)
	2-13	Delegation of responsibility for managing impacts	Management Approach of Sustainability Topics > Governance > 3.1 Governance Structure Management Approach of Sustainability Topics > Governance > 3.3 Ethical Business Conduct > 3.3.1 Ethics and Compliance Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection Corporate Governance Committee Charter
	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) Conflicts of Interest Policy
	2-16	Communication of critical concerns	Corporate Governance Principles : I. Communicating with Directors (p. 11) Constellation 2026 Proxy Statement: Corporate Governance > Corporate Governance Principles > Communicating with the Board (p. 39)
	2-17	Collective knowledge of the highest governance body	Management Approach of Sustainability Topics > Governance > 3.1 Governance Structure Corporate Governance Principles : H. Director Orientation and Training (p. 11) Constellation 2026 Proxy Statement: Corporate Governance > Ethics and Compliance > New Director Orientation & Continuing Director Education and Site Visits (p. 44) Constellation 2026 Proxy Statement: Corporate Governance > Board Skills (p. 32-33)
	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 2026 Proxy Statement: Corporate Governance > Board and Committee Self-Evaluations (p. 3-44)
	2-19	Remuneration policies	Constellation 2026 Proxy Statement: Director Compensation (p. 45-48) Constellation 2026 Proxy Statement: Compensation Discussion and Analysis (p. 51-70) Constellation Bylaws
	2-20	Process to determine remuneration	Constellation 2026 Proxy Statement: Compensation Discussion and Analysis (p. 51-70) Compensation Committee Charter
	2-21	Annual total compensation ratio	Constellation 2026 Proxy Statement: CEO Pay Ratio (p. 88)
	2-22	Statement on sustainable development strategy	Constellation 2026 Sustainability Report: A Message from Our CEO (p.4) Constellation 2026 Proxy Statement: Letter from Constellation's Board of Directors (p. 1-2)
	2-23	Policy commitments	Constellation Code of Business Conduct Constellation Supplier Code of Conduct Ethics and Compliance webpage Policies and Other Resources webpage



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Management Approach of Sustainability Topics > Governance > 3.3 Ethical Business Conduct Management Approach of Sustainability Topics > Governance > 3.5 Supply Chain Constellation 2026 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 44) Constellation Code of Business Conduct Constellation Supplier Code of Conduct Ethics and Compliance webpage
	2-25	Processes to remediate negative impacts	Management Approach of Sustainability Topics > Planet Management Approach of Sustainability Topics > Governance > 3.3 Ethical Business Conduct Management Approach of Sustainability Topics > People > 2.1 Community Engagement Management Approach of Sustainability Topics > Governance > 3.5 Supply Chain Constellation 2026 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 44) Environmental Policy Constellation Code of Business Conduct Constellation Supplier Code of Conduct
	2-26	Mechanisms for seeking advice and raising concerns	Management Approach of Sustainability Topics > Governance > 3.3 Ethical Business Conduct Constellation 2026 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 44) Constellation Code of Business Conduct Constellation Supplier Code of Conduct Ethics Help Line
	2-27	Compliance with laws and regulations	Constellation 2025 Form 10-K: Item 8. Financial Statements and Supplementary Data > Note 3 — Regulatory Matters (p. 104-105) Constellation 2025 Form 10-K: Item 8. Financial Statements and Supplementary Data > Note 18 — Commitments and Contingencies (p. 150-155) Management Approach of Sustainability Topics > Planet Sustainability Data Table > Environmental > Environmental Compliance (p. 7)
	2-28	Membership associations	Management Approach of Sustainability Topics > Governance > 3.1 Governance Structure > 3.1.1 Memberships Constellation 2026 Sustainability Report: Empowering People > Building a World- Class Workforce > Talent to Power the Clean Energy Future (p. 39) Constellation 2026 Sustainability Report: Powering a Reliable and Clean Energy Future > Technology Enablement & Advancement (p. 25)
	2-29	Approach to stakeholder engagement	Constellation 2026 Sustainability Report: Introduction > About Constellation > Double Materiality Assessment (p. 9-10) Management Approach of Sustainability Topics > Governance > 3.1 Governance Structure > 3.1.1 Memberships Management Approach of Sustainability Topics > Planet > 1.4 Policy Advocacy and Engagement Management Approach of Sustainability Topics > People > 2.1 Community Engagement
	2-30	Collective bargaining agreements	Management Approach of Sustainability Topics > People > 2.2 Human Capital Management > 2.2.2 Employee Engagement Sustainability Data Table > Social > Collective Bargaining Agreements (CBAs) (p. 11) Code of Business Conduct > Our Communities > Human Rights (p. 19)



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Topic-Specific GRI Disclosures			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Constellation 2026 Sustainability Report: Introduction > About Constellation > Double Materiality Assessment (p. 9)
	3-2	List of material topics	Constellation 2026 Sustainability Report: Introduction > About Constellation > Double Materiality Assessment (p. 9-10)
Energy and Climate Transition			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Powering a Reliable and Clean Energy Future (p. 11) Business Overview > Value Proposition webpage Environmental Stewardship webpage Climate Change Policy Environmental Policy 2025 CDP Disclosure
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Sustainability Data Table > Environmental > Energy/Fuel Consumption (p. 5)
	302-2	Energy consumption outside of the organization	Sustainability Data Table > Environmental > Energy/Fuel Consumption (p. 5)
	302-3	Energy intensity	Sustainability Data Table > Environmental > Energy/Fuel Consumption (p. 5)
	302-5	Reductions in energy requirements of products and services	Sustainability Data Table > Environmental > Customer Energy Consumption (p. 5) Constellation Energy Efficiency webpage
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Sustainability Data Table > Environmental > Greenhouse Gas Emissions (p. 6) External GHG Emissions Inventory Assurance Statement
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Data Table > Environmental > Greenhouse Gas Emissions (p. 6) External GHG Emissions Inventory Assurance Statement
	305-3	Other indirect (Scope 3) GHG emissions	Sustainability Data Table > Environmental > Greenhouse Gas Emissions (p. 6) External GHG Emissions Inventory Assurance Statement
	305-4	GHG emission intensity	Sustainability Data Table > Environmental > Greenhouse Gas Emissions (p. 6)
	305-5	Reduction of GHG Emissions	Sustainability Data Table > Environmental > GHG Emissions Reductions/Avoidance (p. 7)
Air Quality			
GRI 3: Material Topics 2021	3-3	Management of material topic	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.2 Air Quality Environmental Policy Environmental Stewardship webpage
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	Sustainability Data Table > Environmental > Other Significant Air Emissions (p. 7)
	305-7	Nitrogen oxides (NOx), Sulfur oxides (SOx) and other significant air emissions	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.2 Air Quality Sustainability Data Table > Environmental > Other Significant Air Emissions (p. 7)



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Water Resources			
GRI 3: Material Topics 2021	3-3	Management of material topic	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.3 Water Stewardship Water Resource Management Policy Environmental Stewardship webpage 2025 CDP Disclosure
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.3 Water Stewardship Water Resource Management Policy Environmental Stewardship webpage 2025 CDP Disclosure
	303-2	Management of water discharge-related impacts	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.3 Water Stewardship Water Resource Management Policy Environmental Stewardship webpage 2025 CDP Disclosure
	303-3	Water withdrawal	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.3 Water Stewardship Sustainability Data Table > Environmental > Water (p. 8)
	303-4	Water discharge	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.3 Water Stewardship Sustainability Data Table > Environmental > Water (p. 8)
	303-5	Water consumption	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.3 Water Stewardship Sustainability Data Table > Environmental > Water (p. 8)
Biodiversity and Ecosystems			
GRI 3: Material Topics 2021	3-3	Management of material topic	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.4 Biodiversity Protection 2025 CDP Disclosure Biodiversity Policy Environmental Stewardship webpage
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.4 Biodiversity Protection Biodiversity Policy
	101-2	Management of biodiversity impacts	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.4 Biodiversity Protection Biodiversity Policy
	101-4	Identification of biodiversity impacts	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.4 Biodiversity Protection 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 Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.4 Biodiversity Protection



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Waste			
GRI 3: Material Topics 2021	3-3	Management of material topic	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.5 Spent Fuel and Waste Management Nuclear Safety webpage Environmental Stewardship webpage
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.5 Spent Fuel and Waste Management Nuclear Safety webpage Environmental Stewardship webpage
	306-2	Management of significant waste-related impacts	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.5 Spent Fuel and Waste Management Nuclear Safety webpage Environmental Stewardship webpage
	306-3	Waste generated	Sustainability Data Table > Environmental > Waste (p. 8)
	306-4	Waste diverted from disposal	Sustainability Data Table > Environmental > Waste (p. 8)
Community Impacts and Engagement			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Empowering People > Cultivating Our Communities (p. 36) Management Approach of Sustainability Topics > People > 2.1 Community Engagement Constellation Code of Business Conduct: Our Communities (p. 19-20) Powering Communities webpage
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Sustainability Data Table > General > Financial Performance (p. 4)
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 Management Approach of Sustainability Topics > 2.1 Community Engagement .
Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Empowering People > Protecting Our People (p. 43) Management Approach of Sustainability Topics > People > 2.3 Health and Safety Constellation Code of Business Conduct: Our People > Safe and Healthy Workplace (p. 8) Constellation Supplier Code of Conduct : Health, Safety and Environment Corporate Safety Policy Nuclear Safety webpage



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Human Capital			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Management Approach of Sustainability Topics > People > 2.3 Health and Safety Corporate Safety Policy
	403-2	Hazard identification, risk assessment, and incident investigation	Management Approach of Sustainability Topics > People > 2.3 Health and Safety Corporate Safety Policy
	403-3	Occupational health services	Management Approach of Sustainability Topics > People > 2.3 Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Management Approach of Sustainability Topics > People > 2.3 Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Management Approach of Sustainability Topics > People > 2.3 Health and Safety Management Approach of Sustainability Topics > Governance > 3.5 Supply Chain Constellation Supplier Code of Conduct
	403-8	Workers covered by an occupational health and safety management system	Management Approach of Sustainability Topics > People > 2.3 Health and Safety
	403-9	Work-related injuries	Sustainability Data Table > Social > Health and Safety (p.12)
	403-10	Work-related ill health	Sustainability Data Table > Social > Health and Safety (p.12)
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Empowering People > Building a World Class Workforce (p. 39) Constellation Code of Business Conduct > Our People (p. 10-11); Our Communities (p. 19-20) Careers website Workforce Development webpage Management Approach of Sustainability Topics > People > 2.2 Human Capital Management Management Approach of Sustainability Topics > Governance > 3.5 Supply Chain Discrimination and Harassment Policy Equal Employment Opportunities Policy Sexual Harassment Policy
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Sustainability Data Table > Social > Employee Hiring and Turnover (p.11)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Management Approach of Sustainability Topics > People > 2.2 Human Capital Management > 2.2.4 Employee Benefits and Wellbeing Total Rewards Benefits website
	401-3	Parental leave	Management Approach of Sustainability Topics > People > 2.2 Human Capital Management > 2.2.4 Employee Benefits and Wellbeing



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Human Capital (cont.)			
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	Management Approach of Sustainability Topics > People > 2.2 Human Capital Management > 2.2.4 Employee Benefits and Wellbeing Total Rewards Benefits website
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Management Approach of Sustainability Topics > People > 2.2 Human Capital Management > 2.2.1 Talent Development
	404-3	Percentage of employees receiving regular performance and career development reviews	Management Approach of Sustainability Topics > People > 2.2 Human Capital Management > 2.2.1 Talent Development > Performance Management and Succession Planning Sustainability Data Table > Social > Workforce Composition (p.9) Sustainability Data Table > Governance > Board Member Composition (p.14) Board & Committees webpage
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Constellation 2026 Proxy Statement: Corporate Governance > Board Composition (p. 34) Constellation 2025 Form 10-K: Item 10. Directors, Executive Officers and Corporate Governance (p. 167-168)
Business Ethics and Compliance			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Championing Robust and Responsible Governance > Upholding Ethical Conduct (p. 46) Management Approach of Sustainability Topics > Governance > 3.3 Ethical Business Conduct Constellation Code of Business Conduct > Competing Fairly (p. 12-14) Ethics and Compliance webpage
GRI 206: Anti-competitive Behavior 2016	205-2	Communication and training about anti-corruption policies and procedures	Management Approach of Sustainability Topics > Governance > 3.3 Ethical Business Conduct Constellation 2026 Proxy Statement: Corporate Governance > Ethics and Compliance (p. 44) Sustainability Data Table > Governance > Ethics (p.14) Constellation Code of Business Conduct > Competing Fairly (p. 12-14)
	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.
	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 and Data Privacy			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Championing Robust and Responsible Governance > Safeguarding Cybersecurity (p. 47) Management Approach of Sustainability Topics > Governance > 3.4 Cybersecurity Constellation 2025 Form 10-K: Item 1C. Cybersecurity (p. 45-47) Constellation 2025 Form 10-K: Item 3. Legal Proceedings (p. 49) Constellation Code of Business Conduct > Our Business Transactions (p. 15-18) Privacy Policy



GRI Standard	Disclosure Code	Disclosure Title	Location/Response
Responsible Supply Chain			
GRI 3: Material Topics 2021	3-3	Management of material topic	Management Approach of Sustainability Topics > Governance > 3.5 Supply Chain Constellation Supplier Code of Conduct Supplier website
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Sustainability Data Table > Governance > Supply Chain (p.14)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Sustainability Data Table > Governance > Supply Chain (p.14)
	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	Sustainability Data Table > Governance > Supply Chain (p.14)
	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.
Public Policy			
GRI 3: Material Topics 2021	3-3	External Lobbyists or Political Consultants	Constellation 2026 Sustainability Report: Powering a Reliable and Clean Energy Future > Engagement with Policymakers (p. 24) Management Approach of Sustainability Topics > Planet > 1.4 Policy Advocacy and Engagement External Lobbyists or Political Consultants Public Policy webpage 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	Sustainability Data Table > Governance > Political Contributions (p.14)
Energy Resilience and Reliability			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Powering a Reliable and Clean Energy Future (p. 11) Sustainability Data Table > General (p.4)
Governance			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Demonstrating Future-Oriented Leadership (p. 45) Governance webpage Management Approach of Sustainability Topics > Governance > 3.1 Governance Structure
Physical Climate Change			
GRI 3: Material Topics 2021	3-3	Management of material topic	Constellation 2026 Sustainability Report: Protecting Our Planet > Managing Our Climate Impacts (p. 27) 2025 CDP Disclosure



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 2026 Sustainability Report](#)



[Constellation Code of Business Conduct](#)
[2025 Form 10-K](#)
[Constellation 2026 Proxy Statement](#)
[Management Approach of Sustainability Topics](#)

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	Sustainability Data Table > General > Market Information (p.4)
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	Sustainability Data Table > General > Energy Generated and Sold (p.4) Note that we disclose the average MWh of power sold per customer type.
IF-EU-000.C	Length of transmission and distribution lines	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	Sustainability Data Table > General > Energy Generated and Sold (p.4)
IF-EU-000.E	Total wholesale electricity purchased	Sustainability Data Table > General > Energy Generated and Sold (p.4)
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 2026 Sustainability Report: Protecting Our Planet > Managing Our Climate Impacts > GHG Emissions (p. 28) Sustainability Data Table > Environmental > Greenhouse Gas Emissions (p.5) External GHG Emissions Inventory Assurance Statement 2025 CDP Disclosure
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 2026 Sustainability Report: Protecting Our Planet > Managing Our Climate Impacts > Climate Strategy Built to Last (p. 28) Climate Commitment webpage 2025 CDP Disclosure
Air Quality		
IF-EU-120a.1	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	Sustainability Data Table > Environmental > Other Significant Air Emissions (p.7) 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	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.3 Water Stewardship Sustainability Data Table > Environmental > Water (p.8) 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	Sustainability Data Table > Environmental > Environmental Compliance (p.7)
IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.3 Water Stewardship Water Resource Management Policy Environmental Stewardship 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.
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 Management Approach of Sustainability Topics > Community Outreach.
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	Sustainability Data Table > Social > Health and Safety (p.12) We report TRIR, fatality rate and other safety metrics for employees and contractors in our Sustainability Data Table. 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	Sustainability Data Table > Environmental > Customer Energy Consumption (p.5)



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	Sustainability Data Table > Social > Nuclear Plant Safety (p.12)
IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness	Management Approach of Sustainability Topics > Planet > 1.3 Environmental Protection > 1.3.5 Spent Fuel and Waste Management Management Approach of Sustainability Topics > People > 2.3 Health and Safety > Emergency Preparedness and Response Nuclear Safety 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	Management Approach of Sustainability Topics > Governance > 3.4 Cybersecurity Sustainability Data Table > Governance > Data Privacy and Cybersecurity (p.14)
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.



TCFD Index

The index below outlines how our existing disclosures align with the Task Force on Climate-Related Financial Disclosures (TCFD). Referenced page numbers direct readers to the page number as printed on the referred document.



[Constellation 2026 Sustainability Report](#)



[2025 CDP Disclosure](#)
[2025 Form 10-K](#)
[Constellation 2026 Proxy Statement](#)
[Management Approach of Sustainability Topics](#)

TCFD Pillar	TCFD Recommended Disclosure	Disclosure Location
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Constellation 2026 Sustainability Report: Demonstrating Future-Oriented Leadership (p. 45) Constellation 2026 Sustainability Report: Our Board of Directors (p. 45) Constellation 2026 Sustainability Report: Enterprise Risk Management (p.45) 2025 CDP Disclosure
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Constellation 2026 Sustainability Report: Enterprise Risk Management (p. 45) Constellation 2026 Sustainability Report: Climate Risks and Opportunities (p. 27-28) 2025 CDP Disclosure
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Constellation 2026 Sustainability Report: Climate Risks and Opportunities (p. 27-28) Constellation 2026 Sustainability Report: Managing Our Climate Impacts (p. 27) 2025 CDP Disclosure
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Constellation 2026 Sustainability Report: Our Sustainable Business Strategy (p. 7) Constellation 2026 Sustainability Report: Climate Risks and Opportunities (p. 27-28) 2025 CDP Disclosure
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Constellation 2026 Sustainability Report: Managing Our Climate Impacts (p. 27) 2025 CDP Disclosure
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Constellation 2026 Sustainability Report: Climate Risks and Opportunities (p. 27) Constellation 2026 Sustainability Report: Enterprise Risk Management (p. 45) 2025 CDP Disclosure
	b) Describe the organization’s processes for managing climate-related risks.	Constellation 2026 Sustainability Report: Climate Risks and Opportunities (p.27) Constellation 2026 Sustainability Report: Enterprise Risk Management (p. 45) 2025 CDP Disclosure
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Constellation 2026 Sustainability Report: Enterprise Risk Management (p. 45) Constellation 2026 Sustainability Report: Climate Risks and Opportunities (p. 27) 2025 CDP Disclosure
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Constellation 2026 Sustainability Report: Climate Risks and Opportunities (p. 27) Constellation 2026 Sustainability Report: GHG Emissions (p. 28) 2025 CDP Disclosure
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Constellation 2026 Sustainability Report: GHG Emissions (p. 28-29) Constellation 2026 Sustainability Report: About This Report > External GHG Emissions Inventory Assurance Statement (p. 49) 2025 CDP Disclosure
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Constellation 2026 Sustainability Report: GHG Emissions (p. 28) Constellation 2026 Sustainability Report: Managing Our Climate Impacts (p. 27) 2025 CDP Disclosure