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| 47 | NOTE: | | | | | | | | | | | | | | |
| 48 | *ESP - electric service providers with gross annual California revenues exceeding \$25,000,000. | | | | | | | | | | | | | | |

Supplier Diversity Annual Report and Annual Plan

Constellation Energy Corporation

2024

GO 156 Section 9.1.1

Description of Supplier Diversity Program Activities During the Previous Calendar Year

Narrative describing the ESP's supplier diversity program internal strategies and activities.

Narrative describing the ESP's supplier diversity program external strategies and activities including, the approximate amount of funding, to the extent available, directly expended on development and distribution of technical assistance to small and diverse businesses.

Provide the ESP's supplier diversity program website address and contact information (name, telephone number, and email).

NOTE:

*ESP - electric service providers with gross annual California revenues exceeding \$25,000,000.

Internal program activities include but are not limited to:

- Establishing and implementing a supplier diversity program with adequate resources.
- Developing a program with articulated and defined mission, goals, and directions.
- Training employees on the program.
- Defining employees responsibilities and expectations.
- Assisting prime contractors with their supplier diversity programs.
- Implementing recognition and/or award programs.
- Preparing and submitting annual supplier diversity plans and progress reports.

External program activities include but are not limited to:

- Conducting outreach to promote the supplier diversity program and provide education.
- Supporting organizations that promote the interest of and advocate for diverse suppliers and diverse communities.
- Developing and providing technical assistance and capacity building opportunities for diverse and small businesses.

In 2023, Constellation was in its second year of separation from Exelon. In addition, in 2023, our Supplier/Business Diversity business unit was established and the strategy of supplier diversity transition from within our Supply organization to the newly established business unit. This transition demonstrated Constellation's commitment, and investment, in ensuring that the engagement of diverse and small businesses in the clean energy economy via our procurement opportunities was paramount to our present and future.

In 2023, our Supplier/Business Diversity Team was focused on laying the foundation for a robust supplier diversity strategy that delivers economic impact to marginalized communities via the engagement and utilization of marginalized suppliers. In 2024, we will continue to work internally and externally to shore up the infrastructure needed to support efforts to inculcate inclusiveness, access, fairness and equity in our supply chain.

Constellation remains committed to creating and fostering an inclusive purchasing environment while building an ecosystem of sustainable relationships; expanding opportunities; and cultivating the growth of diverse businesses, including small businesses, that add value to Constellation and the communities we serve.

At Constellation, Supplier/Business Diversity is one of our core values as it goes hand-in hand with our commitment to Diversity, Equity, and Inclusion (DEI), Workforce Development, and Environment, Social and Governance (ESG). This core value is not only driven by a commitment to social responsibility and equity, but also by the recognition that a diverse and inclusive supply chain provides us a strategic competitive advantage through increased innovation, access to new markets, improved competitiveness, and a positive impact on diverse suppliers, communities, and the overall economy.

Supplier/Business Diversity is at the core of what we do. We know that partnering with diverse businesses leads to better outcomes for all. When marginalized and underrepresented businesses are engaged, we enhance the economic impact of underserved communities, while enabling innovative, high quality, and cost-effective solutions to better serve our customers.

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

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

Supplier Diversity is more than a strategic priority it is an economic force that supports the economic growth and wellbeing of diverse businesses, local economies, and our neighborhoods, while affording us the opportunity to optimize our supply chain and customer value stream.

Equipping, enabling, empowering, and engaging diverse businesses results in greater representation, employment, and economic advancement for minorities, women, veterans, LGBTQ communities and other socioeconomic businesses. Building these relationships also elevates the unique needs and talents of diverse businesses, which benefits us all.

- We are partnering with diverse companies that can help us advance our four strategic principles:

- Powering America's clean energy future
- Expanding America's largest fleet of Clean Energy Centers
- Uplifting and strengthening our communities
- Providing energy and sustainability solutions for customers

We are committed to maximizing opportunities for minority, women, veteran/service-disabled veteran, LGBTQ-owned business enterprises, and other socioeconomic businesses. We work with a diverse group of suppliers who share our commitment to the highest standards to help us deliver the best service for our customers. We search for suppliers who share this value and expect our suppliers to support our goals for diverse suppliers, including utilization of diverse prime and subcontractors, accurate reporting of diverse subcontracting and development of their own diversity programs. We view diversity-certified businesses as valued partners in our efforts to serve our customers, and we believe that partnership will help diverse business enterprises develop and grow. Not only does this benefit Constellation, but it also empowers the community.

Our Supplier/Business Diversity Vision

At Constellation, we envision being recognized as an industry leader in supplier diversity by empowering a supplier ecosystem that fosters economic inclusion, and drives top and

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|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|
| 92 | bottom-line growth through innovation, competition, and supply chain stability. | | | | | | | | | | | | | | | | | | |
| 93 | | | | | | | | | | | | | | | | | | | |
| 94 | Our Supplier/Business Diversity Mission | | | | | | | | | | | | | | | | | | |
| 95 | To create and foster an inclusive purchasing environment while building an ecosystem of sustainable relationships; expanding opportunities; and cultivating the growth of diverse | | | | | | | | | | | | | | | | | | |
| 96 | businesses, including small businesses, that add value to Constellation and the communities we serve. | | | | | | | | | | | | | | | | | | |
| 97 | | | | | | | | | | | | | | | | | | | |
| 98 | | | | | | | | | | | | | | | | | | | |
| 99 | Constellation staunch commitment to business/supplier diversity serves as the catalyst for transforming and diversifying our supply chain. We strive to inculcate our | | | | | | | | | | | | | | | | | | |
| 100 | business/supplier diversity processes in our culture and procurement practices by: | | | | | | | | | | | | | | | | | | |
| 101 | | | | | | | | | | | | | | | | | | | |
| 102 | - Promoting inclusive procurement practices across each business unit (internal). | | | | | | | | | | | | | | | | | | |
| 103 | - Increasing awareness around regulatory mandates that focus on supplier diversity (internal). | | | | | | | | | | | | | | | | | | |
| 104 | - Establishing reporting and monitoring capabilities to track progress (internal). | | | | | | | | | | | | | | | | | | |
| 105 | - Orchestrating processes for business units and the supply organization to identify diverse and small vendors that are certified and capable of doing business with Constellation | | | | | | | | | | | | | | | | | | |
| 106 | (internal). | | | | | | | | | | | | | | | | | | |
| 107 | - Encouraging preferred vendors to develop programs to help diverse companies grow (subcontracting, joint ventures, mentor/protégé, etc.) (external) | | | | | | | | | | | | | | | | | | |
| 108 | - Educating and train diverse vendor on best-in-class ways of working with Constellation to maximize their outcomes (external) | | | | | | | | | | | | | | | | | | |
| 109 | - Engaging internal and external stakeholders (i.e., employees, customers, communities) to communicate the value and impact of supplier diversity initiatives and gather input for | | | | | | | | | | | | | | | | | | |
| 110 | continuous - improvement (internal/external) | | | | | | | | | | | | | | | | | | |
| 111 | - Fostering collaboration with diverse vendors and Constellation business units to create and maintain sustainable relationships (internal/external) | | | | | | | | | | | | | | | | | | |
| 112 | | | | | | | | | | | | | | | | | | | |
| 113 | | | | | | | | | | | | | | | | | | | |
| 114 | Internal programmatic activities include but are not limited to: | | | | | | | | | | | | | | | | | | |
| 115 | | | | | | | | | | | | | | | | | | | |
| 116 | As a newly formed company, it is paramount for Constellation to develop diverse business empowerment processes that increases our spend with diverse businesses and drives | | | | | | | | | | | | | | | | | | |
| 117 | meaningful economic impact into the communities we serve. We have made significant strides in our almost two years as a stand-alone company. We have structured our diverse | | | | | | | | | | | | | | | | | | |
| 118 | business strategy to ensure it is woven into everything we do, including our ESG strategy. To date, the following steps were taken to build a foundation that enables a strong, scalable | | | | | | | | | | | | | | | | | | |
| 119 | diverse business strategy. | | | | | | | | | | | | | | | | | | |
| 120 | | | | | | | | | | | | | | | | | | | |
| 121 | - Stood up a Constellation Business/Supplier Diversity business unit with a dedicated Senior Manager and Manager of Supplier/Business Diversity, Business Analyst, and Data | | | | | | | | | | | | | | | | | | |
| 122 | Scientist led by a Vice President of Supplier Diversity - reporting to the Executive Vice President and Chief Administration Officer of Constellation. | | | | | | | | | | | | | | | | | | |
| 123 | - Developed and executed an extensive outreach and development strategy. | | | | | | | | | | | | | | | | | | |
| 124 | - Developed business/supplier diversity strategy and gained alignment with senior leadership. | | | | | | | | | | | | | | | | | | |
| 125 | - Expanded diverse business education, dedication, and evaluation of processes, and potential barriers internally across Constellation. | | | | | | | | | | | | | | | | | | |
| 126 | - Launched the Supplier Diversity Business Advocates team, an internal network of leaders from across Constellation committed to expanding supplier diversity. | | | | | | | | | | | | | | | | | | |
| 127 | - Drove actions and results through targeted Metrics and Reporting. | | | | | | | | | | | | | | | | | | |
| 128 | - Partnered with key prime suppliers on their supplier diversity programs, driving a significant increase in reporting by prime suppliers of diverse subcontracting spend. | | | | | | | | | | | | | | | | | | |
| 129 | - Partnered closely with our DEI and Workforce Development teams to ensure that collectively, we are having a positive, exponential economic impact on the communities we serve. | | | | | | | | | | | | | | | | | | |
| 130 | | | | | | | | | | | | | | | | | | | |
| 131 | | | | | | | | | | | | | | | | | | | |
| 132 | External programmatic activities include but are not limited to: | | | | | | | | | | | | | | | | | | |
| 133 | - Building relationships with business diversity and small business-focused organizations (California Clearing House, NMSDC, Disability: IN, NVBDC, NGLCC, WBENC, HUBZone | | | | | | | | | | | | | | | | | | |
| 134 | National Council, MBDA, SBDC, SCORE and many more), Trade Associations (AABE, HIE, A2EC, etc.), Veterans In Business (VIB), and other like-minded External Stakeholders | | | | | | | | | | | | | | | | | | |
| 135 | - Establishing relationship and partnerships with many national and local diverse and small business associations and chambers. | | | | | | | | | | | | | | | | | | |
| 136 | - Executing an extensive outreach and development strategy. | | | | | | | | | | | | | | | | | | |
| 137 | - Specifically, in calendar year 2023, we hosted, attended, or participated in over 25 outreach and engagement opportunities. | | | | | | | | | | | | | | | | | | |
| 138 | - Our 2023 outreach efforts includes our attendance at the California Public Utilities Commission's September 27th Small and Diverse Business Expo in Escondido, | | | | | | | | | | | | | | | | | | |
| 139 | California - engaging with diverse suppliers, the CPUC team and the California Clearing House in person to continue to cultivate our mutually beneficial relationships. | | | | | | | | | | | | | | | | | | |
| 140 | After this significant conference, we followed up and shared our near-term forecast of contracting opportunities with the Clearinghouse to share with certified | | | | | | | | | | | | | | | | | | |
| 141 | businesses. | | | | | | | | | | | | | | | | | | |
| 142 | - In addition, we hosted four (4) "Constellation is OPEN for Business!" events to increase awareness and the engagement of diverse suppliers in our real estate and | | | | | | | | | | | | | | | | | | |
| 143 | facilities contracting opportunities and opportunities related to our Energy Savings Performance Contracting (ESPC) services. | | | | | | | | | | | | | | | | | | |
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| 149 | | | | | | | | | | | | | | | | | | | |
| 150 | Constellation's Supplier/Business Diversity Website: https://www.constellationenergy.com/our-work/suppliers/supplier-diversity.html | | | | | | | | | | | | | | | | | | |

HIGHLIGHTED CELLS CONTAIN CONFIDENTIAL INFORMATION

Supplier Diversity Annual Report and Annual Plan

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|--|--|------|----------------------|
| Constellation Energy Corporation | | 2024 | GO 156 Section 9.1.2 |
| Supplier Diversity Results of Goods and Services (non-power purchases) If Procured | | | |

| | | 2023 | | | | | | | |
|-----------------|----|--|---------------------------|----------|---|------------------|------------------|----------|---|
| | | Direct Spend ¹ \$ | Sub Spend ² \$ | Total \$ | % | Product Spend \$ | Service Spend \$ | Total \$ | % |
| Minority Male | 1 | African American | | | | | | | |
| | 2 | Asian Pacific American | \$ | | | | | | |
| | 3 | Hispanic American | | | | | | | |
| | 4 | Native American | \$ | | | | | | |
| | 5 | Total Minority Male | \$ | | | | | | |
| Minority Female | 6 | African American | | | | | | | |
| | 7 | Asian Pacific American | | | | | | | |
| | 8 | Hispanic American | | | | | | | |
| | 9 | Native American | | | | | | | |
| | 10 | Total Minority Female | \$ | - | | | | | |
| 11 | | Total Minority Business Enterprise (MBE) | \$ | | | | | | |
| 12 | | Women Business Enterprise (WBE) | \$ | | | | | | |
| 13 | | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | \$ | - | | | | | |
| 14 | | Disabled Veteran Business Enterprise (DVBE) | \$ | - | | | | | |
| 15 | | Persons with Disabilities Business Enterprise (DBE) | \$ | - | | | | | |
| 16 | | 8(a)* | \$ | - | | | | | |
| 17 | | Total Supplier Diversity Spend | \$ | | | | | | |
| 18 | | Net Procurement** | \$ | | | | | | |
| 19 | | Net Product Procurement | \$ | | | | | | |
| 20 | | Net Service Procurement | \$ | | | | | | |
| 21 | | Total Number of Diverse Suppliers that Received Direct Spend | | | | | | | 6 |

NOTE:
 * 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.
¹ Direct - Means Direct Procurement: when an ESP directly procures from a supplier.
² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with an ESP, procures from a subcontractor to fulfill its contractual obligation(s).
 % - Percentage of Net Procurement.

BUSINESSES WITH MULTIPLE CERTIFICATIONS CAN ONLY BE COUNTED IN ONE

If an ESP has spend with a supplier before the supplier is certified, the ESP may count the spend for the entire calendar year in which the supplier becomes certified.

If an ESP has spend with a supplier whose certification has expired and is later renewed, the ESP may count spend for the expired period if the supplier renews their certification within the same calendar year.

Indirect spends are **NOT** included in ESPs' annual reports.

An example of indirect spend would be if a prime contractor, for example, an engineering firm, whose contract is to provide engineering services, hires a minority business to provide janitorial services to empty wastebaskets and provide general services. This indirect spend cannot be included in the annual report since the janitorial services is not part of the contract between the ESP and the

If an ESP chooses to report diverse supplier procurement beyond the initial subcontracting level (Tier 3 and below), it must ensure it will be able to verify such expenditures upon the Commission's request. All subcontracting spend, at any level, must be well documented and specifically related to the project for which the prime contractor was hired.

Report the value of early payment discounts utilized. For example, if \$100,000 contract has a 2% early payment discount and the ESP pays only \$98,000, they should report the paid amount (\$98K), and not the full contract amount (\$100K).

Percentage amounts should be carried out to two decimal places (for example, 25.43%).

Direct: refers to **Direct Spend** to capture the expenditure an ESP spent procuring goods and services directly from diverse suppliers in the previous calendar year.

Sub: refers to **Subcontracting Spend** to capture the expenditure an ESP prime contractor spent procuring goods and services from diverse subcontractors in the previous calendar year. The

Net Procurement = total goods and services procurement spend from all suppliers (both non-diverse and diverse suppliers) for the previous calendar year. It does not include Fuel and Power procurements.

% = Spend Percentage of Net Procurement for the row category.

Net Procurement = Total Product Procurement + Total Service Procurement

Total Product Procurement = total products procurement spend from all suppliers (both non-diverse and diverse suppliers) for the previous calendar year.

Total Service Procurement = total services procurement spend from all suppliers (both non-diverse and diverse suppliers) for the previous calendar year.

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Supplier Diversity Annual Report and Annual Plan

| | | |
|---|-------------|-----------------------------|
| Constellation Energy Corporation | 2024 | GO 156 Section 9.1.2 |
| Description of Diverse Suppliers with Majority Workforce in California | | |

Each ESP shall report on the number of diverse suppliers who have the majority of their workforce working in California, to the extent the information is readily accessible.

Comment(s): In calendar year 2023, Constellation did not collect workforce related information for our suppliers. Therefore, this information is unavailable for 2023. In 2024, we are continuing to build and create our supplier diversity program, processes and systems; therefore, we will explore collecting this information via the Request for Proposal/Invitation for Bid process or after the notice of award is issued to the selected supplier(s). The certified diverse suppliers include in our diverse spend, tab 9.1.2, ownership demographics are Asian American certified and Woman Owned certified with the California Clearinghouse.

HIGHLIGHTED CELLS CONTAIN CONFIDENTIAL INFORMATION
Supplier Diversity Annual Report and Annual Plan

| | | |
|---|-------------|-----------------------------|
| Constellation Energy Corporation | 2024 | GO 156 Section 9.1.3 |
| Supplier Diversity Program Expense | | |

| Expense Category | 2023 Year (Actual) |
|-------------------------|--------------------|
| Wages | |
| Other Employee Expenses | |
| Program Expenses | |
| Reporting Expenses | |
| Training Expenses | |
| Consultant Expenses | |
| Other Expenses | |
| Total | |

Program Expenses: the amount of money an ESP spent to implement a supplier diversity program based on GO 156.

- Program Expenses may include:**
- Amount spent providing technical assistance to small/diverse businesses.
 - Marketing and outreach costs for events or education efforts.
 - Supplier Diversity Report production costs such as graphics, design, etc.
 - Salaries for staff and fees for consultants dedicated to supplier diversity program, plans, and reporting.
 - Costs for training staff on supplier diversity initiatives and reporting requirements.
 - Etc.

Comments: Constellation remains committed to DEI Supplier engagement and in fact has hired an internal team dedicated to engaging suppliers that are diverse and well versed in the California market. In fact, Constellation's internal DEI supplier team reflects the diversity that California seeks in order to ensure that the expertise and knowledge to secure diverse suppliers is met. In calendar year 2023, the Supplier/Business Diversity became a standalone business unit that operates outside of our Supply organization. With strategic intent, Constellation, decided to increase its commitment, focus and resources for our programmatic efforts and strategic implementation of our supplier diversity core value. Our Supplier/Business Diversity business unit has its own dedicated budget and resources that include, but are not limited to, four (4) full-time employees, including a Vice President of Supplier/Business Diversity and data scientist (staff augmentation). Our 2023 budget afforded us the opportunity to improve our operational effectiveness, administration, outreach & engagement efforts, sponsorships of supplier diversity conferences events, and training workshops, while increasing our memberships/affiliations with like-minded organizations and certification entities. In addition, in 2023, we were able to secure our subscription service with Supplier.io Explorer to supplement our outreach and recruitment efforts to engage certified diverse businesses in our procurement practices. Supplier.io Explorer, at its core is, is a solution that offers it customers a go-to cloud-based repository of certified diverse and small suppliers. Through our partnership with Supplier.io Explorer we have been able to improved our capabilities of finding, ready, willing and able, sustainable and diverse suppliers in minutes with their industry-best, 6-million-plus certification database. An extension of our Supplier Diversity Team are our Business Unit Supplier Diversity Advocates, 30 plus strong, this supply chain professionals are our "boots on the ground" in their respective areas advocating for inclusive purchasing practices, identifying contracting opportunities and ensuring Tier 2 (subcontracting) reporting on our "front lines. The cost associated with our Business Advocates suport of our supplier diversity strategies has not been accounted for in our business unit expenses. The "Other Expenses" expenses are related to our efforts to forge relationships with like-minded organizations via sponsorships, organization members, conferences, trainings and workshops. In addition, "Other Expenses" includes our marketing. exhibiting and other collateral for exhibitions and engagement.

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| 5 | Constellation Energy Corporation | | | | | 2024 | | | | | GO 156 Section 9.1.4 | | | | |
| 6 | Description of Progress in Meeting or Exceeding Set Goals | | | | | | | | | | | | | | |
| 7 | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | |
| 9 | Narrative describing progress in meeting or exceeding set goals and an explanation of any circumstances | | | | | | | | | | | | | | |
| 10 | that may have caused the ESP to fall short of its goals. | | | | | | | | | | | | | | |
| 11 | | | | | | | | | | | | | | | |
| 12 | <p>Currently, Constellation is in its third year of separation from Exelon and we are in the process of building systems and infrastructures that will support us meeting our customers expectations with excellence. On of those integral infrastructures is our Supplier/Business Diversity business units. In 2023, we "stood up" the Supplier Diversity business unit doubling down on our commitment to creative, sustain and scale an inclusive supply chain that engage diverse and small businesses in the clean energy marketplace. The new division of supplier/business diversity has been funded and staffed while elevating its importance to achieving the mission of Constellation.</p> | | | | | | | | | | | | | | |
| 13 | <p>In calendar year 2023, Constellation spent, corporate-wide, \$ [REDACTED] directly with diverse suppliers (primes) and \$ [REDACTED] via our Tier 2 Subcontracting Program. Specifically, California-specific diverse spend was \$ [REDACTED]. Our newly established Supplier/Business Diversity business unit is making traction with our organization with establishing key success measures including aspiration diversity spend goals to support us with measuring our progress and economic impact, as well as to meet our reporting requirements. With that said we did not establish diverse spend goals, for California, for specific socioeconomic classifications and we did not establish aspirational diverse spend goals for our organization or business units. However, in 2024 we have set in motion the establishment of aspirational diverse spend goals by our business units with executive leadership engagement and support. The aspirational goals established in 2024 will position us better, to the maximum extent practicable, to report future diverse</p> | | | | | | | | | | | | | | |
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Supplier Diversity Annual Report and Annual Plan

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| Constellation Energy Corporation | 2024 | GO 156 Section 9.1.4 |
| Supplier Diversity Results Compared to Set Goals | | |

| Category | 2023 Result % | 2023 Goal % |
|--|----------------|-------------|
| Minority Male Business Enterprise | 98.19% | N/A |
| Minority Female Business Enterprise | | N/A |
| Minority Business Enterprise (MBE) | | N/A |
| Women Business Enterprise (WBE) | 1.81% | N/A |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | N/A |
| Disabled Veteran Business Enterprise (DVBE) | | N/A |
| Persons with Disabilities Business Enterprise (DBE) | | N/A |
| Total | 100.00% | |

Compares reporting year supplier diversity performance results with the goals an ESP had established for that reporting year.

(Year) Results: supplier diversity results of an ESP for the reporting year (previous calendar year).

(Year) Goals: the goals an ESP had in place for the reporting year.

NOTE:
% - Percentage of Net Procurement.

This table depicts calendar year 2023 Constellation's diverse spend performance in the State of California only, using the best available data. To determine this utilization Constellation used the California Clearinghouse and its 2023 Total Spend data.

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INFORMATION IN RED, BOLD AND UNDERLINE IS CONFIDENTIAL

Supplier Diversity Annual Report and Annual Plan

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Constellation Energy Corporation

2024

GO 156 Section 9.1.5

Description of Prime Contractors Utilization of Diverse Subcontractors

Narrative describing prime contractors utilization of diverse subcontractors.

Examples of narrative:

- Description of efforts and initiatives to encourage prime contractors to increase the utilization of diverse subcontractors.
- Description of an ESP's efforts to connect prime contractors with diverse suppliers.
- Description of how prime contractors report their diverse spend.
- Description and examples of prime contractors utilization of diverse subcontractors.
- Description of award/recognition programs.
- Etc.

Constellation has a progressive Tier 2 Subcontracting Program that establishes contract-specific subcontracting aspirational goals and requires Tier 2 subcontracting reporting, both direct and indirect. Our Tier 2 Subcontracting Program includes solicitation language, evaluation of proposals/bids criteria and the appropriate contract language to facilitate our Prime Suppliers meeting their subcontracting commitments and reporting requirements. Given that we are in the building phase of our progressive Supplier/Business Diversity strategies our internal teams are working closely to ensure that all of our prime suppliers, when practicable, are engaged in our Tier 2 Subcontracting Program. Currently, we are using SMART GEP as our Tier 2 Reporting platform. We monitor the Tier 2 performance of our Prime Suppliers monthly, to inspect what we expect and to take the appropriate actions to support our Prime Suppliers with meeting their commitments to the maximum extent practicable. Specifically for California, in calendar year 2023, no Tier 2 direct subcontracting was reported. In 2023, Constellation's corporate-wide Tier 2 Subcontracting Program performance was \$ [REDACTED] (Tier 2 direct and indirect).

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| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O |
|----|---|---|---|---|---|-------------|---|---|---|---|-----------------------------|---|---|---|---|
| 1 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | |
| 2 | Page 10 | | | | | | | | | | | | | | |
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| 5 | Constellation Energy Corporation | | | | | 2024 | | | | | GO 156 Section 9.1.6 | | | | |
| 6 | List of Supplier Diversity Complaints Received and Current Status | | | | | | | | | | | | | | |
| 7 | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | |
| 9 | A list of complaints received from diverse suppliers during the past year, accompanied by a brief narrative describing the nature of each complaint and its resolution or current status. | | | | | | | | | | | | | | |
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| 13 | NOTE: | | | | | | | | | | | | | | |
| 14 | For this section, a complaint means any written or verbal statement from a diverse supplier or third-party stating that the ESP's supplier diversity program is unsatisfactory or unacceptable. | | | | | | | | | | | | | | |
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| 16 | | | | | | | | | | | | | | | |
| 17 | Comments: In calendar year 2023, Constellation did not receive complaints from diverse suppliers that required disposition. | | | | | | | | | | | | | | |
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| 1 | INFORMATION IN RED, BOLD AND UNDERLINE IS CONFIDENTIAL | | | | | | | | | | | | | | |
| 2 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | |
| 3 | Page 11 | | | | | | | | | | | | | | |
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| 5 | Constellation Energy Corporation | | | | | 2024 | | | | | GO 156 Section 9.1.7 | | | | |
| 6 | Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories | | | | | | | | | | | | | | |
| 7 | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | |
| 9 | Narrative describing efforts to recruit diverse suppliers in low utilization areas.* | | | | | | | | | | | | | | |
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| 26 | In calendar year 2023, Constellation had California-specific diverse spend in the categories of engineering/technical consulting and customer service totaling | | | | | | | | | | | | | | |
| 27 | In calendar year 2023, Constellation did not have California-specific diverse spend in the following categories of spend that support our | | | | | | | | | | | | | | |
| 28 | California operations: Facilities, Filters, Freight, Maintenance Services; Turbine/Generator; Wind; HR Services; Advertising and Marketing; IT Professional | | | | | | | | | | | | | | |
| 29 | Services; Mass Markets; Office Services; Subscription Services; IT Telecom; Energy Efficiency; IT Software; Gas Distribution Equipment; Pumps; MRO; | | | | | | | | | | | | | | |
| 30 | Mechanical/HVAC Material; Valves; Pipe & Fittings; Instrumentation / Controls; Sealing Devices; Chemicals/Fuels/Gases/Lubricants; Bolting/Fasteners; | | | | | | | | | | | | | | |
| 31 | Structural Steel; Environmental Services; Switchyard; Valve Services; Business Consulting; Diesel Equipment; Instrumentation/Controls; Equipment Rental; and Water Treatment. | | | | | | | | | | | | | | |
| 32 | It is important to note Constellation's supply chain practices strategic sourcing to ensure we maximize our buying power in the marketplace to purchases goods and services in bulk or customized specifications in manner that increases cost savings or maximizes cost avoidance; savings which we are able to share with our customers. Our procurement and sourcing practices include progressive supplier diversity practices, to maximize to the extent practicable, diverse supplier in strategic, tactical and miscellaneous segments of our total spend. However, our critical categories and spend related to our ownership and operation of our clean energy centers with limited suppliers have challenged us with devising innovative strategies for introducing diverse suppliers into these critical categories of spend. We are doing a deeper dive in traditional out of scope spend and unique, critical, industry-specific spend to understand the challenges of including diverse suppliers with the intent to developed a supplier development program in the future to increase participation of diverse suppliers in our hard to source and out of scope spend areas. For traditionally out of scope, legal services, Constellation encourages via their legal department the utilization diverse associates and partners, when practicable, to support these individuals with increasing their billable hours and support their advancement in their respective law firms. Although these spent dollars are not included in our diverse spend we do monitor these opportunities. Through our Supplier/Business Diversity business unit we are bringing more focus to ways to increase diverse suppliers in our procurement opportunities. We are providing guidance and support to support our departments with identifying and engaging diverse suppliers in a timely manner, invite diverse suppliers to RFP/Bid events and setting contract-specific aspirational subcontracting goals. We have supplier diversity business advocates that are our "boots on the ground" identifying procurement opportunities, developing 12-14 month(s) contracting forecasting, ensuring Tier 2 reporting, participating or hosting outreach events, and monitoring diverse spend. Our Supplier/Business Diversity team meetings monthly with our supplier diversity business advocates and category managers to review each business units supplier diversity progress and performance. In addition, the success of our supplier diversity efforts is written into our senior leadership's performance score cards for their business units. It is offer belief that with this level of engagement will penetrate low or no utilization categories of spend with diverse suppliers' engagement. In addition, we will continue to engage our community and business partners support such as but not limited to the California Clearing House, NMSDC, WBENC, VIB, HUBZone National Council, MBDA, SBA, SBDCs, WBCs, VBCs, NGLCC, NaVOBA, Disability:IN, NVBDC, and other local, regional, national chambers and trade organizations. | | | | | | | | | | | | | | |

Example of narrative:

Description of procurement categories with limited diverse supplier participation, reasons for the limited participation, and solutions and efforts to increase participation, etc.

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Supplier Diversity Annual Report and Annual Plan

Page 12

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| Constellation Energy Corporation | 2024 | GO 156 Section 9.1.9 |
| Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement | | |

Narrative describing the ESP's efforts to recruit diverse suppliers in power procurement and progress achieved during the previous calendar year.

In calendar year 2023, Constellation did not have direct power or generation fuel purchases with certified diverse suppliers with CA Clearinghouse, however we did engage diverse suppliers in support of our Power operations. In 2023, corporate-wide our Power business unit spent \$ [REDACTED] with diverse suppliers (Tier 1 and Tier 2). In addition, in calendar year 2023, Constellation's California-specific supplier diversity and progress was as follows: 1) Our Supplier/Business Diversity Team attended the California Public Utility Commission's Small & Diverse Business Expo (September 27th) to recruit diverse suppliers to participate in forecasted contracting opportunities and to forge relationships with the California PUC and California Clearinghouse Teams, as well as local community and business partners. 2) Utilized certified diverse suppliers with CA Clearinghouse to procure services in the following categories: Engineering/Technical Consulting services. 3) Leveraged relationships with supplier diversity organizations and certifying bodies to recruit diverse suppliers for forecasted contracting opportunities or to engage with our Prime suppliers for Tier 2 subcontracting opportunities. 4) Utilized RFP Energy Solutions a certified diverse business with CA Clearinghouse. RFP is a commodity broker for natural gas. This diverse spend has not been included in our total diverse spend. Our 2023 spend with RFP was \$65,860.62. From a broader perspective, our corporate wide outreach, engagement and supplier development plans include actively recruiting and engaging diverse suppliers in support of our our Power, Nuclear, Commercial, HR, Administration, Financial, Legal and Strategic business units procurement opportunities.

Supplier Diversity Annual Report and Annual Plan

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| Constellation Energy Corporation | 2024 (CY-End 2023) | GO 156 Section 9.1.9 |
| Supplier Diversity Results in Power (Energy) Procurement | | |

| | | | Direct Power Purchases \$ | Direct Fuels for Generation \$ | | | Totals \$ ¹ | | | % ² |
|----|-----------------|--|--|--------------------------------|---------|-------------|------------------------|------------------|-----------------------|----------------|
| | | | Renewable and Non-Renewable Power Products | Diesel | Nuclear | Natural Gas | Direct ³ | Sub ⁴ | Total \$ ⁵ | |
| 1 | | African American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 2 | | Asian Pacific American | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 3 | Minority Male | Hispanic American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 4 | | Native American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 5 | | Total Minority Male | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 6 | | African American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 7 | Minority Female | Asian Pacific American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 8 | | Hispanic American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 9 | | Native American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 10 | | Total Minority Female | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 11 | | Total Minority Business Enterprise (MBE) | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 12 | | Women Business Enterprise (WBE) | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 13 | | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 14 | | Disabled Veteran Business Enterprise (DVBE) | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 15 | | Persons with Disabilities Business Enterprises (DBE) | \$0 | \$0 | \$0 | \$0 | 0 | 0 | 0 | |
| 16 | | 8(a) ⁶ | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| 17 | | Total Supplier Diversity | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |

BUSINESSES WITH MULTIPLE CERTIFICATIONS CAN ONLY BE

Percentage amounts should be carried out to two decimal places (for example, 25.43%).

Dollar amounts should be shown as whole dollars only.

If an ESP has spend with a supplier before the supplier is certified, the ESP may count the spend for the entire calendar year in which the supplier becomes certified.

If an ESP has spend with a supplier whose certification has expired and is later renewed, the ESP may count spend for the expired period if the supplier renews their certification within the same calendar year.

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| 37 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 38 | | | | 18 | Net Power Procurement | | 0 | | Line Item 18 is the sum of of line item 19 and 20 | | | | | | | | | | | | | | | | |
| 39 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 40 | | | | 19 | Net Direct Power Purchases | | 0 | | | | | | | | | | | | | | | | | | |
| 41 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 42 | | | | 20 | Net Direct Fuels for Generation | | \$0 | | | | | | | | | | | | | | | | | | |
| 43 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 44 | | | | 21 | Total Number of Diverse Suppliers | | 0 | | | | | | | | | | | | | | | | | | |
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NOTES:

¹ Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.

² % - Percentage of Net Procurement.

³ Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when an ESP directly procures from a supplier.

⁴ Sub - Means Subcontractor Procurement: when a prime contractor, in contract with an ESP, procures from a subcontractor to fulfil its contractual obligation(s).

⁵ "Total" does not include pre-commercial development (COD) subcontracting values.

⁶ 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business

Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

Comment(s): In calendar year 2023, Constellation did not direct power or generation fuel purchases from certified diverse suppliers. Please see tab 9.1.9 entitled "Description of Power"

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 69 | Comment(s): Currently, Constellation is in its third year of separation from Exelon and we are in the process of building systems and infrastructures that will support us meeting our customers expectations with excellence. On of | | | | | | | | | | | | | | | | | | | | | | | | |
| 70 | those integral infrastructures is our Supplier/Business Diversity business units. In 2023, we "stood up" the Supplier Diversity business unit doubling down on our commitment to creative, sustain and scale an inclusive supply | | | | | | | | | | | | | | | | | | | | | | | | |
| 71 | chain that engage diverse and small businesses in the clean energy marketplace. The new division of supplier/business diversity has been funded and staffed while elevating its importance to achieving the mission of | | | | | | | | | | | | | | | | | | | | | | | | |
| 72 | Constellation. | | | | | | | | | | | | | | | | | | | | | | | | |
| 73 | In calendar year 2023, Constellation spent, corporate-wide, \$390,907,556 directly with diverse suppliers (primes) and \$ [REDACTED] via our Tier 2 Subcontracting Program. Specifically, California-specific diverse spend was | | | | | | | | | | | | | | | | | | | | | | | | |
| 74 | \$ [REDACTED]. Our newly established Supplier/Business Diversity business unit is making traction with our organization with establishing key success measures including aspiration diversity spend goals to support us with | | | | | | | | | | | | | | | | | | | | | | | | |
| 75 | measuring our progress and economic impact, as well as to meet our reporting requirements. With that said we did not establish diverse spend goals, for California, for specific socioeconomic classifications and we did not | | | | | | | | | | | | | | | | | | | | | | | | |
| 76 | establish aspirational diverse spend goals for our organization or business units. However, in 2024 we have set in motion the establishment of aspirational diverse spend goals by our business units with executive leadership | | | | | | | | | | | | | | | | | | | | | | | | |
| | engagement and support. The aspirational goals established in 2024 will position us better, to the maximum extent practicable, to report future diverse spend goals and performance by socioeconomic business classifications for | | | | | | | | | | | | | | | | | | | | | | | | |
| | California. | | | | | | | | | | | | | | | | | | | | | | | | |

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| 1 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | |
| 2 | Page 13 | | | | | | | | | | | | | | |
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| 5 | Constellation Energy Corporation | | | | | 2024 | | | | | GO 156 Section 10.1.2 | | | | |
| 6 | Description of Supplier Diversity Program Activities Planned for the Next Calendar Year | | | | | | | | | | | | | | |
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| 9 | Narrative describing internal supplier diversity program activities planned for the next calendar year. | | | | | | | | | | | | | | |
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| 12 | Narrative describing external supplier diversity program activities planned for the next calendar year. | | | | | | | | | | | | | | |
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Internal planned program activities include but are not limited to:

- Identify areas of improvement and plan new strategies.
- Reassess mission, goals, and directions.
- Update training manuals.
- Improve resources and technologies.
- Evaluate employees responsibilities and expectations.
- Develop plan to improve prime contractors engagement and process of reporting.
- Improve internal communications.

External planned program activities include but are not limited to:

- Outreach to promote the program and provide education.
- Support organizations that promote the interest of and advocate for diverse suppliers and diverse communities.
- Develop and provide technical assistance and capacity building initiatives and opportunities for diverse suppliers.

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O |
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| 37 | Continuing from our programmatic efforts outlined on tab 9.1.1. entitled "SD Program Description," we will continue to forge ahead in 2024 with developing, | | | | | | | | | | | | | | |
| 38 | implementing (iteratively and to the maximum extent practicable) and measuring our supplier/business diversity strategies to get us closer to living our mission | | | | | | | | | | | | | | |
| 39 | and realizing our vision. Our road ahead is clearly defined and with the support our internal and external partners like the CPUC and the California Clearinghouse | | | | | | | | | | | | | | |
| 40 | we will inculcate supplier diversity and economic inclusion practices into "just the way we do business." | | | | | | | | | | | | | | |
| 41 | | | | | | | | | | | | | | | |
| 42 | Constellation's commitment to advance our stated supplier diversity vision and mission is to, iteratively, adopt, operationalize, and be accountable for, to the | | | | | | | | | | | | | | |
| 43 | maximum extent practicable: | | | | | | | | | | | | | | |
| 44 | | | | | | | | | | | | | | | |
| 45 | - Promoting inclusive procurement practices across each business unit (internal). | | | | | | | | | | | | | | |
| 46 | - Increasing awareness around regulatory mandates that focus on supplier diversity (internal). | | | | | | | | | | | | | | |
| 47 | - Establishing reporting and monitoring capabilities to track progress (internal). | | | | | | | | | | | | | | |
| 48 | - Orchestrating processes for business units and the supply organization to identify diverse and small vendors that are certified and capable of doing business | | | | | | | | | | | | | | |
| 49 | with Constellation (internal). | | | | | | | | | | | | | | |
| 50 | - Encouraging preferred vendors to develop programs to help diverse companies grow (subcontracting, joint ventures, mentor/protégé, etc.) (external) | | | | | | | | | | | | | | |
| 51 | - Educating and train diverse vendor on best-in-class ways of working with Constellation to maximize their outcomes (external) | | | | | | | | | | | | | | |
| 52 | - Engaging internal and external stakeholders (i.e., employees, customers, communities) to communicate the value and impact of supplier diversity initiatives | | | | | | | | | | | | | | |
| 53 | and gather input for continuous improvement (internal/external) | | | | | | | | | | | | | | |
| 54 | - Fostering collaboration with diverse vendors and Constellation business units to create and maintain sustainable relationships (internal/external) | | | | | | | | | | | | | | |
| 55 | 2024 Strategic Goals, Key Initiatives, and Results | | | | | | | | | | | | | | |
| 56 | - To achieve our vision, mission, and live up to our commitments, we need to build a sustainable and scalable foundation and 2024 will be focused on building | | | | | | | | | | | | | | |
| 57 | that foundation. This | | | | | | | | | | | | | | |
| 58 | foundation will consist of the following goals, key initiatives, and key results: | | | | | | | | | | | | | | |
| 59 | | | | | | | | | | | | | | | |
| 60 | Goal #1: | | | | | | | | | | | | | | |
| 61 | Enable a diverse and inclusive supply chain - Facilitating and fostering economic growth, inclusion, and impact for diverse suppliers and communities. | | | | | | | | | | | | | | |
| 62 | | | | | | | | | | | | | | | |
| 63 | | | | | | | | | | | | | | | |
| 64 | Key Initiatives to Achieve Goal: | | | | | | | | | | | | | | |
| 65 | Implement Business Diversity Economic Opportunity Plans. | | | | | | | | | | | | | | |
| 66 | Forge strategic partnerships with diverse business associations, advocacy groups, and governmental agencies. | | | | | | | | | | | | | | |
| 67 | Actively seek and develop relationships with diverse suppliers and like-minded partners. | | | | | | | | | | | | | | |
| 68 | | | | | | | | | | | | | | | |
| 69 | Key Results/Actions | | | | | | | | | | | | | | |
| 70 | Business Diversity Economic Plans for each Business unit. | | | | | | | | | | | | | | |
| 71 | Attend 10 conferences, sponsor 10 events and be active members across 10 organizations. | | | | | | | | | | | | | | |
| 72 | Increase number of new supplier registrants. | | | | | | | | | | | | | | |
| 73 | Increase diverse suppliers being invited to participate in contracting opportunities. | | | | | | | | | | | | | | |
| 74 | | | | | | | | | | | | | | | |
| 75 | Goal #2: | | | | | | | | | | | | | | |
| 76 | Education, Branding, and Marketing - Engage with stakeholders (employees, customers, community) to communicate the value and impact of supplier diversity. | | | | | | | | | | | | | | |
| 77 | Key Initiatives: | | | | | | | | | | | | | | |
| 78 | Implement a robust internal/external communications plan focused on the "why," "the what," "the who" and "the how." | | | | | | | | | | | | | | |
| 79 | Share consistent and impactful messaging across multi-channel mediums (website, social media, etc.). | | | | | | | | | | | | | | |
| 80 | Implement education and awareness processes to teach supply chain professionals on how to engage diverse suppliers in contracting opportunities. | | | | | | | | | | | | | | |
| 81 | | | | | | | | | | | | | | | |
| 82 | Key Results/Actions: | | | | | | | | | | | | | | |
| 83 | Create and execute communication plan/ strategy. | | | | | | | | | | | | | | |
| 84 | Conduct education and awareness session and "roadshows." | | | | | | | | | | | | | | |
| 85 | Host monthly Business Diversity Advocates meetings. | | | | | | | | | | | | | | |
| 86 | | | | | | | | | | | | | | | |
| 87 | | | | | | | | | | | | | | | |
| 88 | Goal #3: | | | | | | | | | | | | | | |
| 89 | Ensuring Operational Excellence - Evolve business diversity processes, procedures, and technologies. | | | | | | | | | | | | | | |
| 90 | Key Initiatives to Achieve Goal: | | | | | | | | | | | | | | |
| 91 | Update management model documents to reflect evolution of supplier diversity processes. | | | | | | | | | | | | | | |
| 92 | Automate key processes, tools, and templates to drive greater output, effectiveness, and efficiencies. | | | | | | | | | | | | | | |
| 93 | Communicate and train internal/external partners on enhancements to processes, procedures, and technologies. | | | | | | | | | | | | | | |
| 94 | | | | | | | | | | | | | | | |
| 95 | Key Results/Actions: | | | | | | | | | | | | | | |
| 96 | Identify and update key policies and procedures. | | | | | | | | | | | | | | |
| 97 | Automation of processes/ tools where feasible | | | | | | | | | | | | | | |
| 98 | Conduct training on processes/procedures. | | | | | | | | | | | | | | |
| 99 | Continuous development of Business Diversity Team's knowledge, skills, and abilities via training and professional association active involvement. | | | | | | | | | | | | | | |
| 100 | | | | | | | | | | | | | | | |
| 101 | | | | | | | | | | | | | | | |
| 102 | Goal #4: | | | | | | | | | | | | | | |
| 103 | Transparency and Accountability - Promote transparency and accountability in supplier diversity reporting; spend; enabling data driven decisions and actions. | | | | | | | | | | | | | | |
| 104 | Key Initiatives to Achieve Goal: | | | | | | | | | | | | | | |
| 105 | Provide monthly and quarterly Supplier Diversity reports to each business unit. | | | | | | | | | | | | | | |
| 106 | Review monthly trends, opportunities, accomplishments, exclusions, and actions with internal partners. | | | | | | | | | | | | | | |
| 107 | Measure the economic contribution of supplier diversity to local communities, tracking job creation and overall economic empowerment. | | | | | | | | | | | | | | |
| 108 | | | | | | | | | | | | | | | |
| 109 | Key Results/Actions: | | | | | | | | | | | | | | |
| 110 | Establish and make good faith efforts to achieve aspirational annual diverse spend goal. | | | | | | | | | | | | | | |
| 111 | Provide accurate and timely supplier and regulatory diversity reports. | | | | | | | | | | | | | | |
| 112 | Ensure quarterly reviews of diverse spend reports. | | | | | | | | | | | | | | |
| 113 | Ensure 90% compliance with Tier 2 reporting commitments. | | | | | | | | | | | | | | |
| 114 | Produce an economic Impact report. | | | | | | | | | | | | | | |
| 115 | Quarterly reviews with strategic/alliance partners | | | | | | | | | | | | | | |
| 116 | Critical Success Factors | | | | | | | | | | | | | | |
| 117 | | | | | | | | | | | | | | | |
| 118 | | | | | | | | | | | | | | | |
| 119 | Following are our leading indicators toward success: | | | | | | | | | | | | | | |
| 120 | | | | | | | | | | | | | | | |
| 121 | Leadership Commitment and Stewardship: The commitment of our senior leadership to supplier diversity is critical. Leadership sets the tone for our | | | | | | | | | | | | | | |
| 122 | organization and ensures that supplier diversity is integrated into the overall business strategy. | | | | | | | | | | | | | | |
| 123 | Clear Policies and Goals: Establish clear and measurable supplier diversity policies and goals, providing a roadmap for success to guide our efforts and allow for | | | | | | | | | | | | | | |
| 124 | effective monitoring and evaluation. | | | | | | | | | | | | | | |
| 125 | | | | | | | | | | | | | | | |
| 126 | | | | | | | | | | | | | | | |
| 127 | Effective Communication: Communication is key to ensuring that both our internal and external stakeholders understand the importance of supplier diversity. | | | | | | | | | | | | | | |
| 128 | Transparent communication about goals, achievements, and the overall impact and benefits of the program will help build support and engagement. | | | | | | | | | | | | | | |
| 129 | | | | | | | | | | | | | | | |
| 130 | Partner Engagement: Engage with stakeholders, including employees, customers, suppliers, and communities, to communicate the value and impact of our | | | | | | | | | | | | | | |
| 131 | supplier diversity initiatives and gather input for continuous improvement. | | | | | | | | | | | | | | |
| 132 | | | | | | | | | | | | | | | |
| 133 | Robust Supplier Outreach, Engagement and Development: Actively seek out and develop relationships with all suppliers through effective outreach and | | | | | | | | | | | | | | |
| 134 | engagement programs. This is essential to create a diverse supplier ecosystem. | | | | | | | | | | | | | | |
| 135 | | | | | | | | | | | | | | | |
| 136 | Integration with Supply Chain Processes: Seamlessly integrating supplier diversity initiatives, processes, practices, and automation or technology into our | | | | | | | | | | | | | | |
| 137 | supply chain processes is also vital to create an effective and efficient supply chain ecosystem. | | | | | | | | | | | | | | |
| 138 | | | | | | | | | | | | | | | |
| 139 | | | | | | | | | | | | | | | |
| 140 | Collecting and using data: All spend, organization-wide, must be collected and analyzed. Supplier diversity metrics must be captured, monitored, and reported | | | | | | | | | | | | | | |

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| 141 | regularly to support informed decision-making and accountability. This data-driven approach will enable us to assess progress and identify areas for | | | | | | | | | | | | | | |
| 142 | improvement and innovation. | | | | | | | | | | | | | | |
| 143 | | | | | | | | | | | | | | | |
| 144 | Supplier Development Programs: Mentorship, training, and other initiatives that support diverse suppliers' development help them become better suppliers | | | | | | | | | | | | | | |
| 145 | and enhance their contributions to Constellation's supply chain and their own communities. Support Supplier Partners development of their own supplier | | | | | | | | | | | | | | |
| 146 | diversity programs. | | | | | | | | | | | | | | |
| 147 | | | | | | | | | | | | | | | |

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| 1 | Plaa | | | | | | | | | | | | | | |
| 2 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | |
| 3 | Page 14 | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| 5 | Constellation Energy Corporation | | | | | 2024 | | | | | GO 156 Section 10.1.3 | | | | |
| 6 | Plans for Recruiting Diverse Suppliers in Low Utilization Categories | | | | | | | | | | | | | | |
| 7 | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | |
| 9 | Narrative describing plans to recruit diverse suppliers in categories such as power and other categories considered | | | | | | | | | | | | | | |
| 10 | highly technical in nature where diverse supplier utilization has been low. | | | | | | | | | | | | | | |
| 11 | | | | | | | | | | | | | | | |
| 13 | <p>One of our key success measures is--Robust Supplier Outreach, Engagement and Development: Actively seek out and develop relationships with all suppliers through effective outreach and engagement programs. This is essential to create a diverse supplier ecosystem. Our plans include forging and reviving relationships (via memberships, sponsorships, event/workshop/conference attendance and hosting) with like-missioned community and business partners such as but not limited to the CA PUC, California Clearing House, NMSDC, WBENC, VIB, HUBZone National Council, MBDA, SBA, SBDCs, WBCs, VBCs, NGLCC, NaVOBA, Disability:IN, NVBDC, and other local, regional, national chambers and trade organizations. In addition, we will continue to educate our diverse suppliers on how to do business with Constellation, and encourage their participation in our contracting/procurement opportunities via expo attendance, matchmaking sessions, one-on-one meetings, pre-bid/proposal meetings, and hosted workshops. In addition, we will continue to educate our internal stakeholders on how to use the California Clearinghouse database to search and identify ready, willing and able diverse suppliers and how to engage certified diverse suppliers in our procurement opportunities. Constellation is open for business and we are seeking diverse suppliers to engage in sourcing opportunities in over 100 categories. We will continue to leverage our digital footprint to recruit diverse suppliers, as well as, advertising opportunities in targeted newsletters, digital mediums and supplier diversity magazines and periodicals. To aid us in our recruitment of diverse suppliers we will continue to make available a 12-24 month forecast of contracting opportunities with Constellation.</p> | | | | | | | | | | | | | | |

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| 1 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | |
| 2 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | |
| 3 | Page 15 | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| 5 | Constellation Energy Corporation | | | | | 2024 | | | | | GO 156 Section 10.1.4 | | | | |
| 6 | Plans for Recruiting Diverse Suppliers Where Unavailable | | | | | | | | | | | | | | |
| 7 | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | |
| 9 | Narrative describing plans for seeking and/or recruiting diverse suppliers in categories where diverse suppliers | | | | | | | | | | | | | | |
| 10 | are currently unavailable. | | | | | | | | | | | | | | |
| 11 | | | | | | | | | | | | | | | |
| 12 | | | | | | | | | | | | | | | |
| 13 | In addition to what has been outlined on tab 10.1.3 entitled "Recruitment Plan," annually we will do a deep dive in our hard to source and out-of-scope | | | | | | | | | | | | | | |
| 14 | categories and spend and develop strategies with our internal and external partners to address on both the prime and subcontractor level. Through our | | | | | | | | | | | | | | |
| 15 | Supplier/Business Diversity business unit we are bringing more focus to ways to increase diverse suppliers in our procurement opportunities. We are | | | | | | | | | | | | | | |
| 16 | providing guidance and support to support our departments with identifying and engaging diverse suppliers in a timely manner, invite diverse suppliers | | | | | | | | | | | | | | |
| 17 | to RFP/Bid events and setting contract-specific aspirational subcontracting goals. We have supplier diversity business advocates that are our "boots on the | | | | | | | | | | | | | | |
| 18 | ground" identifying procurement opportunities, developing 12-24 month(s) contracting forecasting, ensuring Tier 2 reporting, participating or hosting | | | | | | | | | | | | | | |
| | outreach events, and monitoring diverse spend. Our Supplier/Business Diversity team meetings monthly with our supplier diversity business advocates | | | | | | | | | | | | | | |
| | and category managers to review each business units supplier diversity progress and performance. In addition, the success of our supplier diversity efforts | | | | | | | | | | | | | | |
| | is written into our senior leadership's performance score cards for their business units. It is our belief that with this level of engagement will penetrate | | | | | | | | | | | | | | |
| | low or no utilization categories of spend with diverse suppliers' engagement. In addition, we will continue to engage our community and business | | | | | | | | | | | | | | |
| | partners support such as but not limited to the California Clearing House, NMSDC, WBENC, VIB, HUBZone National Council, MBDA, SBA, SBDCs, WBCs, | | | | | | | | | | | | | | |
| | VBCs, NGLCC, NaVOBA, Disability:IN, NVBDC, and other local, regional, national chambers and trade organizations. | | | | | | | | | | | | | | |

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| 1 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | |
| 2 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | |
| 3 | Page 16 | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| 5 | Constellation Energy Corporation | | | | | 2024 | | | | | GO 156 Section 10.1.5 | | | | |
| 6 | Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers | | | | | | | | | | | | | | |
| 7 | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | |
| 9 | Narrative describing plans for encouraging prime contractors to engage diverse suppliers in subcontracts | | | | | | | | | | | | | | |
| 10 | in all categories which provide subcontracting opportunities. | | | | | | | | | | | | | | |
| 11 | | | | | | | | | | | | | | | |
| 12 | In 2024, Constellation to build out its Tier 2 Subcontracting Program. Constellation has a progressive Tier 2 Subcontracting Program that establishes contract-specific | | | | | | | | | | | | | | |
| 13 | subcontracting aspirational goals and requires Tier 2 subcontracting reporting, both direct and indirect. Our Tier 2 Subcontracting Program includes solicitation | | | | | | | | | | | | | | |
| 14 | language, evaluation of proposals/bids criteria and the appropriate contract language to facilitate our Prime Suppliers meeting their subcontracting commitments | | | | | | | | | | | | | | |
| 15 | and reporting requirements. Given that we are in the building phase of our progressive Supplier/Business Diversity strategies our internal teams are working closely | | | | | | | | | | | | | | |
| 16 | to ensure that all of our prime suppliers, when practicable, are engaged in our Tier 2 Subcontracting Program. Currently, we are using SMART GEP as our Tier 2 | | | | | | | | | | | | | | |
| 17 | Reporting platform. We monitor the Tier 2 performance of our Prime Suppliers monthly, to inspect what we expect and to take the appropriate actions to support our | | | | | | | | | | | | | | |
| 18 | Prime Suppliers with meeting their commitments to the maximum extent practicable. Specifically for California, in calendar year 2023, no Tier 2 direct | | | | | | | | | | | | | | |
| 19 | subcontracting was reported. | | | | | | | | | | | | | | |
| 20 | | | | | | | | | | | | | | | |

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| 1 | Supplier Diversity Annual Report and Annual Plan | | | | | | | | | | | | | | | |
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| 5 | Constellation Energy Corporation | | | | | 2024 | | | | | GO 156 Section 10.1.6 | | | | | |
| 6 | Plans for Complying with Supplier Diversity Program Guidelines | | | | | | | | | | | | | | | |
| 7 | <p>Narrative describing plans for complying with the Supplier Diversity Program guidelines established by the California Public Utilities Commission as required by the California Public Utilities Code Section 8283 (c).</p> <p>Constellation's Regulatory, Legal, Supply and Supplier/Diversity business units will continue to coordinate our supplier diversity programmatic efforts across Constellation to ensure we remain in compliance with the Supplier Diversity Program guidelines established by the California Public Utilities Commission as required by the California Public Utilities Code Section 8283 (c). In addition, we will continue to forge and leverage our relationship (partnership) with CPUC and the California Clearinghouse to maximize to extent practicable of certifeid diverse suppliers with the Clearinghouse in our procurement opportunities.</p> | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | | |
| 9 | | | | | | | | | | | | | | | | |
| 10 | | | | | | | | | | | | | | | | |
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| 5 | | | GO 156 Section 1.3 Definitions* | | |
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| | Name | Definition | Acronym | Certification |
|----|--|---|---------|--------------------------------------|
| 6 | Woman Business Enterprises | A business enterprise at least 51% owned by a woman or women, or a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.3). | WBE | Supplier Clearinghouse |
| 7 | Minority Business Enterprises | A business enterprise at least 51% owned by a minority individual or group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals. Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups as defined in the GO (GO 156 Section 1.3.4). | MBE | Supplier Clearinghouse |
| 8 | Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise | A business enterprise at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual, or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5). | LGBTBE | Supplier Clearinghouse |
| 9 | Persons with Disabilities Business Enterprise | A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6) | DBE | Supplier Clearinghouse |
| 10 | Disabled Veteran Business Enterprises | (1) It is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) The management and control of the daily business operations are by one or more disabled veterans. (3) It is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business | DVBE | Department of General Services (DGS) |
| 11 | Disabled Veteran | Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7). | | |
| 12 | African American | Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9) | BA | |

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| 13 | | Asian Pacific American | Refers to a person having origin in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh (GO 156 Section 1.3.12). | APA | |
| 14 | | Hispanic American | Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10). | HA | |
| 15 | | Native American | Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians (GO 156 Section 1.3.11). | NA | |
| 16 | | Other Groups (8(a)) | Persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13). | 8(a) | |
| 17 | | Subcontract | person (in which the parties do not stand in the relationship of an employer and an employee): for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23). | Sub | |
| 18 | | Supplier Clearinghouse | A Commission-supervised program or entity that shall conduct certifications/verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22). | | |
| 19 | | Commission | Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1). | CPUC | |
| 20 | | Short-Term Goal | A goal applicable to a period of one (1) year (GO 156 Section 1.3.18). | | |
| 21 | | Mid-Term Goal | A goal applicable to a period of three (3) years (GO 156 Section 1.3.19). | | |
| 22 | | Long-Term Goal | A goal applicable to a period of five (5) years (GO 156 Section 1.3.20). | | |
| 23 | | Product and Service Categories | As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24). | | |
| 24 | | Supplier Diversity | Refers to the inclusion of women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises in supply chains and procurement activities | | |
| 25 | | Diverse Business/Supplier | Refers to women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises | | |
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| 29 | | | <p>NOTE: * These definitions are not proposed amendments to Section 1.3 or GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.</p> | | |