



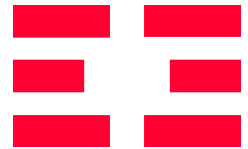
Exelon

Subsidiaries: Constellation Energy Generation, PECO Energy

Locations: Illinois (HQ)

Industries: Energy

RISK LEVEL:



High Risk

DESCRIPTION:

Exelon scored an 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Exelon increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Exelon uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Exelon supported the Equality Act. The company donates to the American Civil Liberties Union (ACLU), Planned Parenthood, and the Human Rights Campaign (HRC). Exelon has also donated to the Equality PAC, Progressives Advancing United Leadership PAC, and has lobbied for ideological purposes. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Exelon is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Exelon receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Exelon received a score of 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Exelon has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

ExelonHRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Exelon does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Exelon's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company signed an open letter in support of the Equality Act (3)(4). Exelon's CEO Calvin G. Butler Jr. is a member of the Business Roundtable but has not supported ideological initiatives. Constellation's CEO Joseph Dominguez is a member of the Business Roundtable but has not supported ideological initiatives (5). PECO Energy Company partners with the Human Rights Campaign and signed a letter in support of marriage equality (6)(7). Exelon is a Ceres Network member, committed to carbon neutrality by 2050 (8)(910).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Exelon's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Exelon has pledged over \$160 million to the Black Lives Matter movement and related causes (3)(4). Exelon is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (5)(6). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (7)(8).

Uses corporate political contributions for ideological, non-business purposes. High Risk

Exelon's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Exelon has donated to the Equality PAC and lobbied for ideological purposes (3)(4)(5).

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