

April 29, 2022

Dear Valued Supplier:

At Constellation, we remain focused on ensuring the safety of our employees and of our contractors and their employees. We write to communicate about two key topics related to our ongoing COVID mitigation strategies – the Company’s COVID-19 PPE (mask) and social distancing policies and requirements and communicating the Company’s plans for responsible re-entry into the workplace for those who have been working remotely as a result of COVID-19.

Masking and Social Distancing Policies:

As you are no doubt aware, the Centers for Disease Control (CDC) revised its guidance on indoor and outdoor masking in late February. The CDC now ranks counties based on COVID-19 Community Levels of “Low,” “Medium” or “High” based on hospital capacity, hospital admission rates, and new COVID cases. Significantly, the CDC now recommends universal indoor masking, regardless of vaccination status, only in counties where the community risk level is deemed “high” based on these updated metrics. Currently, the vast majority of counties where Constellation has facilities are at the Low or Medium level, but of course this can change.

Constellation has updated our mask requirements and social distancing requirements in accord with CDC guidance. Masks are no longer required when working outside, and those individuals working on-site in counties at “medium” or “low” community levels may choose to remove their masks indoors.

Additionally, in accord with CDC guidance, all individuals who are indoors and who are non-vaccinated or not up-to-date vaccinated/boosted as defined by the CDC¹ must either maintain social distance or put on a mask if social distance cannot be maintained.

Of course, additional COVID safety mitigation protocols will remain in place to protect our employees and others, including contractors and their employees, working or present at our workplaces. In particular, those who have or suspect they have COVID symptoms should not report to work until they have resolved the issues through the appropriate methods.

¹ Up-to-date vaccinated means you have received the two-dose series (Pfizer and Moderna) or the single J&J shot and have received the booster, or you received the two-shot series within the last five months or the J&J shot within the last two months. When those time frames are exceeded without receiving a booster, you no longer will be considered up-to-date vaccinated and then must wear a company-issued (or company-approved, as applicable) mask indoors if you cannot maintain six-foot social distance.

Responsible Re-entry:

The Company has targeted Monday, May 2 for remote-enabled individuals to return to the on-site workplace. For a company as large as ours with so many different locations and jobs, the exact details of what each team's re-entry looks like may vary to fit their needs. You will receive specific information regarding the expectations to which you must hold your employees and any subcontractors you control.

What Stays the Same:

- We expect that Contractors will comply with and will require their employees to comply with the above masking and social distancing expectations while at Company facilities and that they will communicate this information and these expectations to their employees.
- Employees of contractors are not required to disclose vaccination status to Constellation, but must, of course, follow the policies described above.
- Constellation reserves the right to modify its COVID-19 (mask) and social distancing protocols at any time.
- If you have or are responsible for subcontractors performing Constellation work, you are responsible for ensuring that those subcontractors comply with these policies and that they ensure their employees do so as well.
- All Contractors and their employees must continue to follow the other COVID-19 guidance provided by Constellation, the CDC and other local, state and federal governmental authorities, including:
 - Reporting positive cases to Exelon Occupational Health Services;
 - Continuing self-screening prior to starting work; and
 - Continuing to practice good hygiene, including hand washing and sanitization.

Keep safe, and if you have any questions or if you are unsure of who to contact at a particular facility, please contact your Constellation business representative or Supply professional.

Regards,

Matt Gooder