



Message from Supply Communications

This communication is being sent on behalf of Matt Gooder, Constellation VP and Chief Supply Officer

Valued Supplier,

Constellation is committed to accelerating the transition to a carbon-free future as the nation's largest carbon-free power producer and leading supplier of clean energy solutions to millions of homes and businesses. Constellation's strategy to accelerate the nation's response to the climate crisis includes its commitment to a carbon-free future, world-class operations, industry-leading customer business, commitment to Environmental, Social, and Governance (ESG) principles and disciplined financial policies.

How we run our business is just as crucial as the results we achieve. Constellation values our business relationships with our contractors, consultants, suppliers and vendors (collectively our Suppliers). We count on our Suppliers to help us fulfill our mission to provide clean, reliable, affordable energy and innovative energy products, and deliver the best service to our customers. Constellation works with a diverse group of Suppliers who support and share our commitment to the highest standards of safety, professional conduct, quality, value, service, reliability, availability, and technical excellence.

Constellation approved a new Constellation Supplier Code of Conduct, which is now in effect. The new Constellation Supplier Code of Conduct: (1) outlines Constellation's expectations and standards for ethical conduct with which all Suppliers, their subcontractors, and their respective workforces must comply when working for or on behalf of Constellation; and (2) with this notice, becomes a part of the terms and conditions of the contract documents agreed to between Constellation and each of our Suppliers. Please access the new Constellation Supplier Code of Conduct via the dedicated Supplier portion of the Constellation website, and review and apply its provisions to your workforce: www.constellationenergy.com/suppliers.

Constellation holds Suppliers to the same high standards of integrity and ethical conduct that it holds itself and its employees. The new Constellation Supplier Code of Conduct reinforces the Constellation's expectations and standards regarding:

- Compliance with Laws and Highest Ethical Standards
- Health and Safety
- Human Rights and Labor

- Diversity, Equity and Inclusion
- Environment
- Conflicts of Interest
- Bribery and Corruption
- Fair Competition
- News Media and Social Media
- Maintaining Accurate Records
- Protecting Constellation Resources
- Reporting Concerns / Non-Retaliation

If you have any questions regarding the new Constellation Supplier Code of Conduct, please contact your Constellation Supply category manager or email EthicsOffice@Constellation.com.