

What to expect when you report an ethics concern:



You have several options for reporting an ethics concern.

Ethics concerns may be reported to your manager or human resources business partner, the Ethics Office via email (EthicsOffice@constellation.com), or to the Constellation Ethics Help Line (1-844-927-2282). The Ethics Help Line and web portal are available 24 hours a day, every day of the year. Both have an *anonymous* reporting option. It's OK if you don't have all the details. Provide as much information as you can. No matter how a concern is shared, Constellation reviews each report.



When you use the Constellation Ethics Help Line, you can submit an anonymous report by telephone or online.

You can access the Ethics Help Line via the Internet or the telephone, whichever is easier or more comfortable for you. Either way, you will have the option to make your report anonymously. Call 1-844-927-2282 or access the Ethics Help Line web form via the internet at [EthicsPoint-Constellation Energy](https://secure.ethicspoint.com/domain/media/en/gui/82357/index.html) (<https://secure.ethicspoint.com/domain/media/en/gui/82357/index.html>).



Each report is reviewed and dispositioned or assigned for investigation.

If a report raises a potential violation of the Constellation Code of Business Conduct ("Code"), it will be assigned for investigation by an appropriate subject matter expert (e.g., HR, Security, Legal, Ethics, etc.). The Ethics Office oversees investigations for consistency and independence.

If a report does not raise a Code issue, the Ethics Office may refer the matter to the appropriate department or business unit.

If you make your report anonymously through the Ethics Help Line, you will receive a report key (similar to a username) and you will create your own password. The Ethics Office often posts requests for additional information regarding your concern, so it is important that you follow up on a regular basis.



We do not tolerate retaliation.

We will not tolerate retaliation against a reporter for raising, in good faith, a question or concern about a potential violation of the Code or potential non-compliance with applicable laws or regulations.



If the investigation determines a violation has occurred, appropriate action will be taken.

The Code will be appropriately enforced, regardless of the seniority, role, or location of those involved in misconduct. To the extent possible, we will share the investigation results with the person who reported the concern. However, because investigation results are confidential, you may not know the details of any corrective action.



The investigator reviews relevant evidence and may interview the people involved in the matter.

Investigators address questions and concerns discreetly and keep your identity confidential to the extent possible. The goal is a complete and fair investigation of the issues raised by the reporter.