

January 23, 2024

Dear Vendor or Supplier,

We have provided customers with the affordable, reliable energy to light and warm their homes and keep their businesses running for 138 years.

Our long history of serving customers and the State of Michigan is a testament to the strong ethical foundation that has guided us through more than a century of uncertainty and change.

Contractors, consultants and suppliers share a responsibility for safeguarding our corporate reputation and upholding the cultural values that form the backbone of CMS Energy and its subsidiaries, including its principal subsidiary, Consumers Energy.

Our Third Party Code of Conduct outlines CMS Energy's standards of integrity and ethical behavior. The code is a resource to help resolve ethical dilemmas in a complex and changing business world, and sets the expectation for our dealings with the people and organizations with whom we interact.

The Third Party Code of Conduct is available by contacting our Ethics and Compliance Office at [cmscompliance@cmsenergy.com](mailto:cmscompliance@cmsenergy.com) or at [www.cmsenergy.com](http://www.cmsenergy.com) where you also can find our Code of Conduct for our employees and board of directors.

We require those who supply labor to or perform work for CMS Energy and all of its subsidiaries, including Consumers Energy, to abide by the policies in the Third Party Code of Conduct and to operate in a manner that reflects our corporate values, including:

- Behaving in a safe, responsible and professional manner;
- Treating others with respect, fairness and dignity;
- Avoiding conflicts of interest;
- Maintaining the confidentiality and information sharing restrictions of our business; and
- Abiding by all applicable laws and regulations.

Respect is the foundational element of our values and a critical component of how we do business. We believe that a positive, respectful and nurturing workplace is essential to our collective success. We have zero tolerance for discrimination, harassment, sexual harassment, hazing and bullying in our workplaces. We are intentional on reinforcing a safe workplace that goes beyond physical safety to also embrace psychological and emotional safety. We hold our contracted staff to our respectful workplace standard.

In addition to following the Third Party Code and applicable rules and laws, suppliers and contractors are expected to raise questions about compliance issues and report actions that don't measure up — without fear of retaliation. When in doubt, ask questions or seek clarification by contacting our Ethics and Compliance Office. Our reporting options are available to contractors as well:

Ethics and Compliance Office Helpline: 800-CMS-5212 or [cmscompliance@cmsenergy.com](mailto:cmscompliance@cmsenergy.com)

CMS Energy's Anonymous Helpline: (888)440-8464 or [cms.speakfullynow.com](http://cms.speakfullynow.com).

Adhering to the highest standards of conduct is the right way to do business because you represent any CMS Energy company, and because there are serious individual and collective consequences for breaking the rules.

We value the thousands of contractors, suppliers and consultants who work with us. You are a critical part of our daily mission to deliver energy value to our customers, and I trust you will continue to uphold the tradition that's served our company and customers so well for so long.

Thank you for your support.

Regards,

A handwritten signature in black ink, appearing to read "Melissa M. Gleespen". The signature is written in a cursive style and is positioned above the typed name.

Melissa Gleespen  
Vice President and Chief Compliance Officer

CMS Energy and Consumers Energy are covered federal contractors and must comply with certain affirmative action efforts. Also, pursuant to 41 C.F.R. § 60-300.44(f)(i)(ii), implementing 38 U.S.C. § 4212, a portion of the Vietnam Era Veterans Readjustment Assistance of 1974, and 41 C.F.R. § 60-741.44(f)(i)(ii), implementing Section 503 of The Rehabilitation Act of 1973; CMS Energy and Consumers Energy must send you written notification of our affirmative action efforts on behalf of protected veterans and individuals with disabilities.

Our affirmative action efforts related to protected veterans and individuals with disability are set out and described in our affirmative action plan for protected veterans and individuals with a disability.

If you have any questions or you would like to view the affirmative action plan, please contact our Ethics and Compliance Office by phone or at [cmscompliance@cmsenergy.com](mailto:cmscompliance@cmsenergy.com).