



We, the employees and directors of Reliant Energy, in addressing how we act, how we work, and how we create value, do hereby commit ourselves to the Reliant Energy Code of Conduct and agree that:

Reliant Energy will:

- Recognize, respect and value all people and their varied experiences, skills and backgrounds.
- Abide by the letter and spirit of all laws.
- Use all funds and assets for ethical and lawful business purposes only.
- Maintain company records and issue financial reports that are accurate, complete, timely and understandable.
- Support anyone making a good faith report or complaint.

Reliant employees will:

- Act with absolute integrity and honesty.
- Engage in conduct free of conflict of interest – in fact or appearance.
- Conduct business ethically -- never offering or accepting bribes or kickbacks.
- Use confidential information appropriately.
- Support our communities.
- Adhere to rules and guidelines for interacting with government officials.
- Report any known or possible violations of company policies and laws to a supervisor or the Ethics and Compliance Office.