

Dear Fellow Employees:

Our mission at MasTec is to be recognized as a company that achieves customer expectations safely, profitably and in a manner that is environmentally responsible, socially aware and rewarding for our customers, our team, and our stakeholders. We want to attain profitable growth through an organizational structure that provides excellent service delivery; establish a reputation of integrity within the communities in which we work; and provide our team members growth opportunities in an injury-free environment. Our mission is closely aligned with our core values, which include:



MasTec is a diverse company operating through many subsidiaries in numerous industries and geographic territories. One critical principle enables MasTec's many teams to operate successfully across North America: **clear personal accountability**. That is, each one of us committing ourselves to achieve our business goals in conjunction with our corporate values set forth in the MasTec Code of Business Conduct and Ethics. High ethical standards and integrity make up the solid foundation on which we've earned our business successes and strong reputation. The Company's reputation depends on the conduct of its directors, officers, and employees.

2024

As we prepare ourselves to achieve great things in 2024, the MasTec leadership team and the Board of Directors are committed to fostering a strong organizational culture built upon accountability, business and personal ethics, integrity, and compliance. All employees should perform their respective duties using their best, impartial judgment in all MasTec matters and avoid any personal activity, investment or association that would interfere - or that could appear to interfere - with good judgment concerning MasTec's best interests. As always, we look to ensure that we achieve our operating and financial results with integrity and high ethical standards. When you joined MasTec, you agreed to be personally accountable for these standards by acknowledging receipt of your Employee Handbook which includes the MasTec Code of Business Conduct and Ethics. A copy of this code can be found at www.mastec.com under the Corporate Governance icon in the Investors section.

Each of us has committed to report suspected misconduct and there are several ways to do this: First, you can immediately report it to your supervisor, anyone else in management, your Human Resources representative, or anyone within the Corporate Legal Department. Once reported to any one of these individuals, the matter will be confidentially communicated to MasTec's General Counsel for appropriate handling. Similarly, if you are an individual responsible for receiving reports (i.e., a supervisor, anyone else in management or a Human Resource representative) you will be responsible for reporting the matter to the MasTec General Counsel. If you are still concerned after speaking to any of the individuals that I mentioned or feel uncomfortable speaking with them for any reason, you can report the matter directly to our 24-hour incident reporting hotline, **Convercent**. **Convercent** allows you to file a report on any topic and ensure that the report is appropriately handled as well as confidential and anonymous, if that is what you desire.

To make a report, log on to www.convercent.com/report or call toll-free to 800-461-9330.



In addition, the Audit Committee of MasTec's Board of Directors has established procedures for the submission of information, questions, complaints or concerns regarding the Company's accounting, internal controls, audit, or ethics matters. Employees may directly contact any of the following individuals:

MasTec General Counsel:

Alberto de Cardenas, General Counsel
MasTec, Inc.
800 Douglas Road, 12th Floor
Coral Gables, FL 33134
(305) 406-1849
legaldepartment@mastec.com

Or, the Audit Committee of the Board of Directors:

Audit Committee
c/o Robert Campbell, Chairman
800 Douglas Road, 12th Floor
Coral Gables, FL 33134
auditcommittee@mastec.com

Our success as a business depends upon the personal honesty and integrity of every person at MasTec. Thank you for accepting your responsibilities under the Code of Business Conduct and Ethics, as well as for your strong commitment to MasTec's business goals. With your help, I am confident that 2024 will be an excellent year for MasTec.

Sincerely,

José R. Mas
CEO

cc: MasTec Board of Directors