

REPORT ON FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

2025 Annual Report



About this Report:

MasTec Purnell Canada Inc. ("MPCI") prioritizes integrity and transparency in all of its business dealings, and is proud of its reputation for ethical practices in our relationships with colleagues, advisors, clients, suppliers and subcontractors. Respect for human rights and insistence on ethical dealings in all aspects of our business is reflected in our stand to uphold all of the principles set out in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c. 9 (the "Act").

This document sets out the steps that MPCI has taken prior to implementation, and in response to the legislation in order to identify, address and reduce the risk of forced labour and child labour through its supply chain. In 2025, MasTec Canada Inc. underwent an amalgamation with Purnell Energy Services Inc., to form MPCI. This report (the "Report") is a joint report issued by MPCI, MTZ Purnell, Inc., and MasTec Canadian Holdco Inc. As of the date of this Report, MTZ Purnell, Inc. holds all of the outstanding shares of MPCI, and MasTec Canadian Holdco Inc. holds 60% of the shares of MTZ Purnell, Inc. This Report covers the reporting period of January 1, 2025 – December 31, 2025.

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

At MPCI, building on our existing human rights and supply chain due diligence practices, we are taking action to identify and mitigate risks associated with force labour and child labour.

Our Commitment:

MPCI is committed to respecting workers' rights throughout our organization, and the supply chains that we utilize for our business. To that end, we align our organization with all applicable legislation, including the **Act** and the eight fundamental conventions of the International Labour Organization on fundamental labour rights, in our contributions toward the fight against forced and child labour.

Forced and child labour ("**Forced Labour**") pose a global issue that must be addressed, and MPCI is committed to ensuring that all personnel and parties with whom we conduct business, including our contractors, vendors, suppliers and sub-contractors (collectively "**Vendors**"), comply with our policies and those of our clients, and conduct themselves in a lawful and ethical manner. To that end, MPCI expects that all aforementioned parties accept and abide by the principles set out in our *Code of Business Conduct and Ethics* (the "**Code**") in the course of our dealings.





History and Structure of MPCl

History

2013

MasTec, Inc., purchases Big Country Energy Services ("Big Country"). Big Country was established in 2000 and focused on pipeline and facility construction in the Western Canadian Sedimentary Basin.

2014

MasTec, Inc. acquires Pacer Corporation (est. 1996), one of Canada's elite industrial construction companies with several fully integrated construction divisions such as heavy civil construction, earthworks and concrete stick-built and pre-engineered and modular construction. MasTec, Inc. also acquired Pacer Foundation which provided piling and foundation systems to the energy and industrial sectors.

2015

Fabcor Inc., based in Grande Prairie joins the Big Country group of companies.

2017

The Canadian entities of Big Country, Fabcor Inc. and Pacer Construction Inc. amalgamate to form MasTec Canada Inc.

2025

MasTec Canada Inc. and Purnell Energy Services Inc. amalgamate to form MasTec Purnell Canada Inc.

Structure

MasTec Purnell is part of the MasTec, Inc. group of companies, which is a public company listed on the New York Stock Exchange, headquartered in Florida, U.S.A. As of the date of this report, MPCl, MTZ Purnell, Inc. and MasTec Canadian Holdco Inc. are the only entities which meet the reporting criteria set out in the **Act**. MPCl, as the operating entity for the purposes of this joint report, is committed to ensuring transparency and a healthy governance structure, and has informed its directors of its obligations under the **Act**. MPCl's Board is responsible for the oversight of MPCl's business activities, and MPCl's management ("**Management**") has undertaken a number of internal initiatives to promote ethical behaviour within its organization, as well as externally with its relationship partners and stakeholders, including **Vendors**. Management ensures regular updates to its key corporate policies, its **Code**, new employee training, and ongoing training for personnel concerning our business operations and practices. Management has committed as part of its efforts with respect to compliance with the **Act** to provide appropriate training to applicable personnel concerning **Forced Labour**, in addition to its ongoing training efforts with respect to anti-corruption, anti-bribery, the **Code**, and key company policies. Management believes in the positive impact ongoing training activities have on risk mitigation measures and ethical dealings throughout the organization.



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Services

Industrial, Pipeline and Renewables

Industrial Facility Construction & Maintenance

- Mechanical/Facility construction – greenfield and brownfield, shop fabrication, structural steel fabrication
- Commissioning & startup/turnover support
- Plant expansions, debottlenecking & turnarounds
- Sandblasting and coatings

Pipeline Construction

- Above and below ground pipeline – ROW prep, excavation, backfill & clean up
- Mainline, gathering lines, laterals and loops
- Horizontal Directional Drilling (HDD) – trenchless crossings
- Single and multiple line in common ditch
- Steel and composite pipelines, various grades

Integrity

- In-Line inspection support
- Pipeline cut-outs, line class upgrades, replacements, abandonments, and removals
- Below/above-ground valve replacements and upgrades
- Hot tap support
- Hydrostatic testing
- Investigative digs and live line excavations
- Sleeve installations, anomaly repairs, coating repairs

Oil and Gas

- Compressor Stations
- Oil batteries (single & multi-well)
- Well sites & well facilities

Fabrication

- Modular fabrication & installation (All Trades)
- Metal fabrication and welding

Renewables

- Wind and Solar Power Procurement and Construction
- Carbon Capture
- Renewable Energy Source Electrical Services

Typical Vendor Services

- Fencing and Scaffolding
- Medical
- Logging/Clearing/Grubbing
- Survey, Line locating
- Civil Works
- Garbage and Waste bins, Water and Septic
- Materials: PPE, Consumables, Pipe and Fittings



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MPCI's Core Principles

MPCI has adopted the following core principles as part of its Code:

Team: We believe that our personal and professional goals are made possible by engaging those around us and working as a team.

Excellence: We work constantly to improve and are dedicated to helping our customers and our people realize success. We hold ourselves accountable to the highest standards of professionalism, and we will ensure the accuracy and integrity of the data and information we use for decision-making.

Respect: We hold deep respect for human beings inside and outside of our company, and share pride for the communities in which they live. We respect the opinions, ideas and perspectives of our coworkers, customers and business partners. We strive to be leaders in the communities we serve.

Duty: We deliver our very best in all we do and have a duty to hold ourselves and those around us responsible for actions and results.

Integrity: We behave with the highest levels of trust and transparency, even when no one is watching. We own our decisions and our plans, objectives and results.

Protect: We protect our people, partners, property and the environment. This is the cornerstone of our culture.

MPCI will not tolerate the use of forced or child labour in any of its operations, facilities or supply chains.

Expectations of Vendors:

MPCI expects that all **Vendors** comply with the **Code**, and conduct their activities in a manner that respects basic human rights. **Vendors** are expected to ensure their business and operations:

- Comply with all applicable laws, regulations, MPCI's policies and procedures and those of our clients;
- Provide wages and benefits that meet or exceed industry standards;
- Uphold basic human rights and the dignity of the person;
- Do not tolerate discrimination, violence, harassment or retaliation;
- Provide a safe and healthy workplace;
- Do not use forced labour or child labour; and
- Do not use a child to perform hazardous work.

In light of the foregoing, MPCI has developed a Vendor Declaration Form which must be confirmed by all **Vendors** of significant scope contracting with MPCI. We expect all of MPCI's **Vendors** and stakeholders to be aware of and abide by our **Code**, and comply at all times with relevant laws and basic human rights.

Activities and Supply Chain

Industrial, Pipeline and Renewables

Risk Assessment and Due Diligence:

Prior to contract award, MPCl considers each **Vendor's** scope of work and location of operations. **The vast majority of MPCl's Vendors are local Canadian businesses (99%), most with a head office and operations in Western Canada.** MPCl will adjust its level of due diligence based on a preliminary risk assessment based on a multitude of factors. Risk assessment criteria considers worker demographics, **Vendor** location, materials' country of origin, relevant supply chain, length and nature of a **Vendor's** business, and number of supply chain tiers. Risk assessments may be reevaluated as new information becomes available.

High-risk suppliers:

In the event a **Vendor** is deemed high-risk, that **Vendor** may be required to comply with a heightened level of due diligence and provide evidence that they have implemented appropriate policies, practices and procedures to address forced labour and child labour concerns, and demonstrate that they have communicated these concerns throughout their workforce and supply chain.

Our Objective:

We aim to build our internal policies based on information gathering practices throughout our supplier network, establishing best practices and determining what improvements can be made on an ongoing basis in terms of eliminating the potential for human rights infringement and modern slavery impacts.

MPCl's direct and indirect procurement of materials and services is conducted primarily with Canadian **Vendors**, however the primary manufacture and procurement of some goods and services may take place outside of Canada. MPCl manages procurement with its significant **Vendors** at the corporate level, while there remains operational procurement for smaller scopes at division offices and project sites.

Supply Chain:

In 2025 MPCl issued purchase orders and subcontracts across a base of approximately 3082 active **Vendors**. Of those 3082 active **Vendors**, all hold business operations in Canada except for forty-five **Vendors**, all of whom have primary operations located in the U.S.A.

*MPCl has considered the potential for the existence of **Forced Labour** in the context of its services provided and supply chain activities, and has determined that the overall risk is low. Notwithstanding this self-assessed potential for low risk, MPCl has taken the steps described herein to ensure we properly manage potential risks of **Forced Labour**.*





Key Policies and Documents

MPCI Code of Business Conduct and Ethics

MPCI complies at all times with applicable Canadian human rights, occupational health and safety, labour and employment legislation. In ensuring that it meets its obligations, it has in addition to the **Code** implemented a robust Safety Management System – Policy Manual, and regularly reviews and revises its **Code**, which includes a right to audit any party with whom it does business to ensure compliance with our policies, the **Code** and the values that it promotes. Penalties for non-compliance with the **Code** may include termination of contract, blacklisting and other penalties. MPC's **Code** incorporates a robust Whistleblower process which includes confidential reporting of any violations of the **Code**, relevant laws or other complaints. MPC's **Code** and its Whistleblower process form core tenets of our business.

MPCI Procurement Policy

MPCI maintains a Procurement Policy which incorporates necessary revisions to address impacts of **Forced Labour** and other risks inherent in the industry. This Procurement Policy includes a detailed process for sourcing and implementation of MPC's terms and conditions in our contractual relationships with **Vendors**, as well as the issuance of our Vendor Declaration Form to **Vendors** prior to issuance of any purchase order or contract.

MPCI Modern Slavery Policy

MPCI has implemented its Modern Slavery Policy to specifically identify the eight fundamental conventions on which the **Act** is based and to set out our expectations for **Vendors**. The implementation of this Policy is intended to raise awareness of **Forced Labour** and ensure that our operating practices and activities are performed in accordance with the **Act**.



Measures implemented by MPCI with respect to Forced and Child Labour

Measures Administered in the Supply Chain Process

- **Vendor Declaration Form:** MPCI has implemented a Vendor Declaration Form which applies to **Vendors** with significant scope who choose to conduct business with MPCI. They are required to review and attest to the declaration which confirms adherence to the **Act** and other applicable laws to the proposed scope of work, including but not limited to privacy and anti-corruption laws.
- **General Terms and Conditions:** MPCI's Terms and Conditions have been updated to require compliance with all applicable federal, provincial and local laws, without limitation the **Act**.
- **Contract Templates:** MPCI's RFPs and contract templates include contractual terms identifying **Forced Labour** issues and requiring those who choose to conduct business with us take reasonable steps to identify and address risks of **Forced Labour** in their operations and supply chains.

Training provided to Employees on Modern Slavery

Ongoing Educational Efforts

MPCI provides a formal onboarding process to new employees which includes review and acceptance of the **Code**, and ongoing training efforts for existing personnel in response to a variety of factors. MPCI incorporates involvement of the human resources and legal departments at all levels of its business, and integrates its resources with the responsibilities of local management on site, at its facilities and throughout its operations. MPCI places the greatest importance on ensuring the health, safety and welfare of its workers and individuals who may be impacted or affected by its activities. This includes providing information, instruction, training and assistance to all supervisory staff in an effort to protect the health and safety of our employees and contractors, and understanding and monitoring our policies as well as applicable legislation on an ongoing basis.

MPCI has taken steps to identify the need for compliance with the **Act**, and initiated training sessions on the Act within its Supply Chain Management Group in early 2024. MPCI requires compliance with its Modern Slavery Policy, and makes efforts to educate all relevant personnel who may be exposed to **Forced Labour** impacts within the organization.

Assessing our Effectiveness in the mitigation and prevention of Modern Slavery

MPCI does not currently have a defined process to measure its effectiveness in mitigating and preventing **Forced Labour**. Where we do identify instances of high-risk **Vendors** or instances of non-compliance, MPCI's Legal and Supply Chain Management departments work closely to ensure that all activities are in compliance with the **Act**.



Remediation Measures

As of the date of this Report, MPCI has not uncovered any instances of forced or child labour in its organization, its activities or its supply chains. Due to the absence of any cases, MPCI has not taken any remediation steps to date, however we will continue to monitor our activities and supply chains to ensure that an appropriate process is developed should such circumstances be identified.

MPCI is also not aware, as of the date of this Report, of any instance(s) where our efforts at mitigation or prevention have prevented or reduced the risk of forced or child labour in our activities or supply chains have contributed to a loss of income for vulnerable families.

Approval and Attestation

This Report was approved by the Boards of MasTec Purnell Canada Inc., MTZ Purnell, Inc., and MasTec Canadian Holdco Inc. on April 30, 2026, pursuant to section 11(4)(b)(ii) of the Act.

In accordance with the requirements of the **Act**, and in particular section 11 thereof, I certify that I have reviewed the information contained in this Report for MasTec Purnell Canada Inc., MTZ Purnell, Inc. and MasTec Canadian Holdco Inc. According to my knowledge and having exercised reasonable diligence, I certify that the information contained in this Report is true, accurate and complete in all respects material to the application of the **Act**, to the best of my knowledge for the reporting year 2025 as of the date listed below. I have provided my signature here on behalf of the entities listed above, in my capacity as officer and director, and not on my personal behalf.



April 30, 2026

Robert E. Apple
Director and Officer

I have authority to bind MasTec Purnell Canada Inc., MTZ Purnell, Inc. and MasTec Canadian Holdco Inc.



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