



Corporate Ethics & Compliance – President & CEO’s Letter

August 23, 2022

Dear Fellow Employee:

We at PrimeLine take pride in uniting the country's best infrastructure construction and maintenance contractors for the gas, electric, and telecommunications industries into the kind of company that will be a force to be reckoned with now and in the decades to come. Our subsidiary companies, many of which have been in business for 50 to 60 years, are the foundation of our strength and are among the most successful and reputable contractors in our business. Why are we so successful in the most competitive of environments? Several reasons come to mind. We have a well-earned reputation for employing highly skilled professionals; we seek to adhere to the highest standards of safety; we have developed long-standing customer relationships and provide our customers with the highest level of service; and each of our companies has an extensive localized knowledge of their communities and business requirements. By combining these capabilities with a shared vision of the future, PrimeLine will continue to grow, prosper and be the kind of company we all want it to be.

Our hard work, dedication, and integrity are key to the preservation and future growth of our outstanding organization. We will continue to grow and provide great service. As employees, you are the backbone of the PrimeLine legacy. You carry on traditions and work practices built over decades at our companies by hard-working people just like you. What we do now and how we do it will preserve this legacy for years to come, and for future generations of Company employees.

The Compliance Program and our Code seek to bolster our continued success. This Program is more than simply fulfilling a legal requirement. It is an important tool for preserving our corporate culture and core values.

While our Code covers a number of topics, it really can be summarized in one simple sentence: Do what is right. As employees, our role is to help ensure that we uphold the Code, Company policies and the law by performing our daily tasks in an honest and ethical manner. To that end, I proudly join with you to continue building upon the foundation that decades of dedicated employees before us have created for PrimeLine.

Respectfully,

Jon Selander

Jon Selander
President and Chief Executive Officer