

SUPPLIER CODE ADDENDUM FOR SUPPLIERS IN CALIFORNIA

This addendum sets forth additional standards and expectations for the Company's "Suppliers in California."

For purposes of this document, "Suppliers in California" means (i) Company contracted third-party employers which have employees working on or at Company branches/locations in California and (ii) Company contracted third-party employers which have employees on or at worksites/locations in California working on behalf of the Company.

Any capitalized term not defined herein has the meaning defined in the Company's Supplier Code.

Compliance with California's Workplace Violence Prevention Plan law, Senate Bill No. 553

On July 1, 2024, California's Workplace Violence Prevention Plan law, Senate Bill No. 553, became effective. The Company has implemented policies and procedures as required by this law.

We expect that our Suppliers in California will be compliant with California's Workplace Violence Prevention Plan law and that any employees or contractors assisting at or on Company branches, locations, jobsites, projects or matters will be appropriately trained to comply with the law and the supplier's related policies and procedures.