



**BUSINESS CODE OF CONDUCT AND ETHICS**



# Table of Contents

<b>A LETTER FROM OUR CEO</b>	<b>3</b>
<b>PURPOSE</b>	<b>4</b>
<b>EXPECTATIONS</b>	<b>5</b>
Comply with Policies, Laws, and Ethical Standards	5
Demonstrate Respectful and Inclusive Workplace Behavior	5
Support Safety and a Substance-Free Environment	6
Protect Company Resources and Reputation	6
<b>ADVOCATE</b>	<b>6</b>
Contacts	6
Manager Responsibility	6
<b>REPORTING</b>	<b>7</b>
<b>INFRINGEMENT</b>	<b>7</b>



# A LETTER FROM OUR CEO

Dear Colleague,

As FastGrid continues to push the boundaries of what's possible in renewable energy engineering, our commitment to integrity and excellence remains unwavering. This Business Code of Conduct represents more than guidelines—it embodies who we are and how we work to accelerate the transition to a more resilient energy future.

FastGrid's mission to revolutionize engineering drives everything we do. The trust our clients place in us and the impact we create in the world stem directly from the ethical decisions we make every day. From designing innovative solar solutions to pioneering new approaches to energy storage, we act with unwavering integrity and an absolute commitment to doing what's right.

Our Code of Conduct serves as our foundation for decision-making. It guides us in maintaining the highest standards of professional behavior while fostering the innovative, collaborative culture that sets us apart. As a tech-enabled engineering firm redefining industry standards, we must hold ourselves to exceptional standards in everything we do.

I expect every member of our team—from our newest hire to our most seasoned leaders—to read, understand, and embody these principles. If you ever encounter a situation that seems to conflict with our Code or if you're unsure about the right course of action, speak up. We've established multiple channels for raising concerns, and I personally assure you that your voice will be heard without fear of retaliation.



Our mission extends beyond engineering excellence to creating a better world through our work. By adhering to this Code, we strengthen our ability to deliver on that mission while maintaining the trust of our clients, colleagues, and communities.

Thank you for your commitment to upholding these standards and for the remarkable work you do every day to advance FastGrid's vision of redefining what's possible in engineering.

Sincerely,

**ERIC CURRY**  
Chief Executive Officer

## PURPOSE

The FastGrid Business Code of Conduct and Ethics (“Code”) applies to every employee of FastGrid Holdings, Board Directors, and employees of any FastGrid subsidiaries (collectively “FastGrid”). The Code also applies to contingent workers, independent contractors, consultants, suppliers, and others who do business with FastGrid. All FastGrid employees are responsible for knowing and following the Code.

This Code sets forth how we work and demonstrate integrity, transparency, and professionalism in all our business relations.





# EXPECTATIONS

To ensure a positive, inclusive, and respectful environment, we expect all personnel and those doing business with FastGrid to commit to fostering a safe, supportive, and collaborative atmosphere free from behaviors that undermine trust or mutual respect. By adhering to these expectations, we collectively contribute to a thriving and productive community. To that end, all parties are expected to:

## Comply with Policies, Laws, and Ethical Standards

- **Follow all policies and laws:** We adhere to all company policies, procedures, rules, and laws. We don't violate the law and don't support others in violating the law, either.
- **Avoid conflicts of interest:** We do not accept financial incentives or other benefits from entities outside the company unless approved by the company or in line with policies. We do not engage in employment, consulting, or any other business relationship with a competitor while employed by FastGrid to ensure misuse of proprietary company information does not occur. Employees who wish to pursue outside employment must disclose it to Human Resources and obtain written approval to ensure no conflict exists.
- **Disclose conflicts of interest:** We report any potential, perceived, or actual conflicts of interest. We must avoid situations that could compromise impartiality, including romantic or close personal relationships with colleagues, those in their reporting chain or business partners where a conflict could arise. If you are unsure whether a relationship qualifies as a conflict, please contact HR for guidance. Additionally, purchases and/or approval of payments for goods or services from businesses in which there is a direct or family financial interest must be submitted to the CEO for Board of Director Approval.
- **Report misconduct:** We promptly report any conduct by colleagues that breaches or may breach company standards.

## Demonstrate Respectful and Inclusive Workplace Behavior

- **Act honestly and respectfully:** We interact with honesty, fairness, professionalism, and respect.
- **Prevent discrimination and harassment:** We don't harass, bully, intimidate, engage in threats or acts of violence toward others, or retaliate against anyone who speaks up in good faith or participates in an investigation.
- **Respect diversity:** We avoid discrimination based on personal characteristics such as, but not limited to, gender, race, disability, age, marital status, sexual orientation, etc.

## Support Safety and a Substance-Free Environment

- **Promote safety:** We work safely, following all health and safety guidelines.
- **Remain free from substance abuse:** We do not use alcohol or prohibited drugs while working or come to work under the influence.

## Protect Company Resources and Reputation

- **Protect the company's reputation:** We avoid any conduct that could harm the company's reputation or property, even outside work hours.
- **Use resources responsibly:** We do not access, download or disseminate offensive/inappropriate materials or software using company resources or assets.
- **Protect confidentiality:** We keep confidential information secure during and after employment.

# ADVOCATE

Adhering to our Code means speaking up when a situation, behavior, or conduct doesn't seem right or seems inconsistent with the Code, company policy or guideline, or applicable law. Anyone can speak up, ask questions, and report concerns through any of our reporting mechanisms:

## Contacts

Report to anyone in leadership.

### VP, PEOPLE & CULTURE

**Email:** [bethany.marier@fastgrid.com](mailto:bethany.marier@fastgrid.com)

**Phone:** 832-364-0840

### ETHICS HOTLINE

A third party hosts our hotline and allows anonymous reporting where the law permits.

**Mobile:** [fastgridmobile.ethicspoint.com](https://fastgridmobile.ethicspoint.com)

**Online:** [fastgrid.ethicspoint.com](https://fastgrid.ethicspoint.com)

**Phone:** 833-280-2860

For other work-related concerns, workplace harassment or discrimination concerns, you can contact your People and Culture Representative.

## Manager Responsibility

Managers are expected to serve as role models, make ethical decisions, escalate concerns as appropriate, and hold themselves and others accountable for doing the same. Managers are also expected to create an open environment that empowers their teams to speak up and feel comfortable asking questions without fear of reprisal, knowing their voices will be heard.



# REPORTING

If an employee or those doing business with FastGrid suspects that a decision or action would violate FastGrid's legal or ethical commitments, they have a right and a responsibility to raise the issue. They must immediately contact their manager or VP, People & Culture. All reports will be treated as confidential where permitted by law. Reporting can be made anonymously to the Ethic's Hotline, hosted by a third party and managed by Neos. FastGrid will not use any retaliatory measures against anyone for genuinely raising or helping to address a business integrity concern or Code violation.

## INFRINGEMENT

Failure to comply with FastGrid's Code of Conduct is viewed as a serious matter that may result in disciplinary action, including dismissal or civil action, and may be reported to the relevant authorities.

