

Code of Conduct for All Internal and External Land Services Staff

This Code of Conduct applies to all communications and interactions with stakeholders, property owners, tenants and occupants of the real property by all land services employees and sub-contractors representing NextEra Energy Transmission subsidiaries.¹

Such activities may include, but are not limited to, the performance of all negotiations for the acquisition of right-of-way, survey permitting, coordination and support activities, environmental and cultural assessments, geotechnical studies and all other activities conducted on real property not specifically owned by NextEra Energy Transmission subsidiaries. The only objective of these activities is to obtain voluntary agreements from all parties involved.

Communication

All communications and interactions with stakeholders, property owners, tenants and occupants must be factually correct and made in good faith.

- » Make truthful and accurate statements.
- » Provide the party with the relevant contact information in case further communication is needed.
- » Follow-up in a timely manner on all commitments to provide additional information.
- » Acknowledge when the answer to a question is unknown but assure the party that the question will be investigated and the correct information will be provided later.
- » Follow up promptly with the party to provide corrected information if the initial provided details are found to be incorrect.
- » Provide maps and documents to keep the party properly informed.
- » Represent the status of the project accurately by acknowledging its pending authorization from regulatory and permitting bodies.
- » Send written communication when an agreement has been reached to ensure accuracy.

Confidentiality

All communications and interaction with stakeholders, property owners, tenants and occupants of the property are to remain confidential.

- » Discuss business dealings only with the appropriate party.
- » Focus on professional topics and project-related discussions.

Conduct

All communications and interactions with stakeholders, property owners, tenants and occupants of property must be respectful, reflecting honest and fair dealings.

- » Identify yourself immediately as representing the project.
- » Act with integrity, ensuring all interactions are respectful and free from coercion.
- » Obtain permission to enter the property for the purposes of surveying, conducting environmental assessments or other activities.
- » Respect the party's wishes if asked to leave the property.
- » Discontinue discussion with the party if the situation becomes acrimonious.
- » Notify the party every time before entering the property in accordance with the given permission.
- » Explain the scope of the work to be conducted clearly based on the permission given.

¹ NextEra Energy Transmission MidAtlantic, Inc. and NextEra Energy Transmission Virginia, Inc. are subsidiaries of NextEra Energy Transmission, LLC.