MASTEC, INC.

COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

AMENDED AND RESTATED CHARTER

(March 2026)

1. PURPOSE

The Compensation Committee (the "Committee") of the Board of Directors (the "Board") of MasTec, Inc. (the "Company") shall assist the Board in discharging its responsibilities relating to the compensation of the Company's executive officers. The Committee seeks to establish and put into practice competitive compensation programs to attract, retain and motivate qualified senior executives and to align those executives' financial interests with the interests of the Company's shareholders. The Committee shall be responsible for reviewing and discussing with the Company's management the Company's Compensation Discussion and Analysis (the "CD&A") to be included in the Company's annual report on Form 10-K and/or proxy statement, and based on such review and discussion, make a recommendation to the Board as to whether the CD&A should be included therein. The Committee shall also be responsible for producing the annual report or such other disclosure on executive compensation as required by the Securities and Exchange Commission (the "SEC") to be made by the Committee for inclusion in the Company's annual proxy statement.

2. ORGANIZATION AND MEMBERSHIP

The Committee shall be comprised of three or more directors, each of whom must be independent as determined in accordance with the standards set forth in the Company's Board of Directors' Governance Principles. In addition, each member of the Committee must be a "Non-Employee Director" as defined by Rule 16b-3 under the Securities Exchange Act of 1934, as amended, and must meet the requirements of Section 952 of the Dodd-Frank Wall Street Reform and Consumer Protection Act ("the "Dodd-Frank Act") as implemented in the rules of the SEC and of the New York Stock Exchange.

Members of the Committee shall be appointed by the Board and, unless otherwise directed by the Board, shall serve one-year terms and until their respective successors have been appointed. Members may be removed by the Board at any time with or without cause. Upon the removal or resignation of a member, the Board may appoint a successor to serve the remainder of the unexpired term. The Board will appoint one member of the Committee as chairperson. If the Board fails to appoint a chairperson, the Committee will appoint one member of the Committee as chairperson. The Committee shall have the power to create subcommittees with such powers as the Committee shall from time to time confer.

3. MEETINGS

The Committee will hold at least two meetings per year or more frequently as circumstances dictate. The chairperson of the Committee will establish the agenda for each Committee meeting. The Committee shall meet in executive session to discuss and approve compensation of the Chief Executive Officer (the "CEO"). The CEO may be present at any meetings in which the Committee discusses and approves the compensation of all other executive officers, but may not vote on such approvals. The Committee shall also meet with the CEO and any person designated by the CEO at each meeting.

4. RESPONSIBILITIES AND DUTIES

To fulfill its responsibilities and duties, the Committee will:

1. Discharge the Board's responsibilities relating to compensation and evaluation of the Company's executive officers.

2. Oversee, review and make recommendations to the Board regarding incentive compensation plans and equity-based plans that are subject to board approval.

3. Periodically review market data to assess the Company's competitive position with respect to compensation of its executive officers and executive perquisites, severance and other benefits.

4. Establish the compensation policies and philosophy for the Company and its executive officers.

5. Review and approve corporate goals and objectives relevant to the CEO's and other executive officers' compensation, consistent with Company policies and strategy.

6. Evaluate the CEO's and other executive officers' performances at least annually in light of the corporate goals and objectives.

7. Either as a committee or together with the other independent directors (as directed by the Board), determine and approve the CEO's and other executive officers' compensation levels based upon the Committee's evaluation.

8. Determine and approve non-CEO executive officer compensation.

9. Approve option grants and other equity awards and seek shareholder approval, as necessary, under the Company's equity compensation plans.

10. Determine stock ownership guidelines for the CEO and other executive officers and monitor compliance with such guidelines.

11. Exercise general oversight of the Company's benefit plans and evaluate any proposed new retirement or executive benefit plans.

12. Review and discuss with the Company's management the CD&A to be included in the Company's annual report on Form 10-K and/or proxy statement, and based on such review and discussion, make a recommendation to the Board as to whether the CD&A should be included therein.

13. Produce a report, or such other disclosure, on executive officer compensation as required by the SEC for inclusion in the Company's annual proxy statement.

14. Advise the Board on trends in compensation programs for independent directors, with a view towards aligning such compensation with shareholder interests.

15. Consider the results of the most recent shareholder advisory vote on the compensation of the Company's named executive officers, as appropriate, in carrying out the duties of the Committee with regard to executive compensation policies and practices.

16. Review and make recommendations to the Board regarding the compensation for the members of the Board and Board committees.

17. Report to the Board on a regular basis and submit minutes of all meetings to the Board.

18. Review, approve, and oversee the administration of any policy adopted by the Company pertaining to the reimbursement, forfeiture or recovery of incentive-based or other compensation from current or former executive officers of the Company.

19. Consider in executive session the need to make adjustments in any compensation, including retiring or voiding stock options, bonuses or any compensation paid to or received by any officer or employee in the event of a financial restatement.

20. Annually review and evaluate the performance of the Committee and update this Charter as necessary.

21. Review, approve and authorize the Company to enter into, (a) any contracts or other transactions with (i) current or former executive officers of the Company, or (ii) the Chairman of the Company, including consulting arrangements, employment agreements, change-in-control agreements or provisions, severance, or termination arrangements, or other compensation-related agreement, and (b) loans to employees made or guaranteed by the Company, in each case as, when and if appropriate.

22. Oversee the review of the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking, discuss at least annually the relationship between risk management policies and practices and compensation, and, as appropriate, consider compensation policies and practices that could mitigate any such risk.

23. In consultation with management, review regulatory and tax issues related to the Company's compensation policies.

24. Administer the Company's Policy Regarding the Mandatory Recovery of Compensation.

25. Perform any other activities consistent with this Charter, the Company's Amended and Restated Bylaws and governing law, as the Committee or the Board deems necessary or appropriate.

5. OUTSIDE ADVISORS

In carrying out its duties and responsibilities, the Committee shall have authority to select, retain, compensate and terminate outside counsel, compensation consultants, or other advisors as the Committee may deem appropriate in its sole discretion to assist with the execution of its duties and responsibilities as set forth in this Charter. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any legal counsel, compensation consultants, or other advisors retained by the Committee. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to its compensation consultants, outside counsel and any other advisors and have sole authority to approve related fees and retention terms. In selecting such counsel, consultants and advisors, the Committee must first take into consideration all factors determined by the Committee to be relevant to the independence of such counsel, consultant or advisor, including, without limitation, the factors identified by the SEC and the New York Stock Exchange in accordance Section 952(b)(2) of the Dodd-Frank Act. The foregoing assessment shall not be required with respect to (i) in-house legal counsel; and (ii) any compensation consultant, legal counsel or other adviser whose role is limited to the following activities for which no disclosure would be required under Item 407(e)(3)(iii) of Regulation S-K: (a) consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the Company, and that is available generally to all salaried employees; or (b) providing information that either is not customized for the Company or that is customized based on parameters that are not developed by the compensation consultant, and about which the compensation consultant does not provide advice.