



QUANTA

FORGING THE FUTURE

2023 SUSTAINABILITY REPORT

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The way society generates and consumes electricity is rapidly changing. As demand increases, our highly skilled and trained workforce is building the critical infrastructure that enables a future where homes, businesses, and vehicles are powered by low-carbon electricity and connected by a modernized and resilient electric grid.

Driven by our commitment to world-class safety and employee training, our people—our most valuable asset—are at the heart of our growth strategy and success. Through our leading role in building the energy transition, our vision is to leave a measurable, sustainable legacy on people and our planet with a steadfast focus on our employees, customers, and communities.

By delivering critical infrastructure services that enable the technologies of tomorrow and capitalizing on the energy transition megatrend, as Quanta grows, so does its enduring positive impact on society.

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ABOUT THIS REPORT

Scope

This report, Quanta's 2023 Sustainability Report (SR), was published in September 2024 and reflects activities and initiatives in our fiscal year 2023 (January 1, 2023, to December 31, 2023), as well as certain subsequent events and initiatives that occurred after the end of fiscal year 2023, which we have endeavored to note as such. All quantitative data for Quanta included in this report, unless otherwise stated, represents fiscal year 2023. Additionally, unless otherwise noted, data in this report reflects the majority of our global operations (United States, Canada, and Australia), as relevant. All references to "Quanta," "Quanta Services," "Company," "us," "we," "our," or similar terms in this report are references to Quanta Services, Inc., together with its subsidiaries.

Our last report, the 2022 Sustainability Report, was published in September 2023.

The preparation of the information included in this report, including, among other things, emissions and energy usage data, workforce data, and specific project metrics, requires the use of estimates and assumptions. As a result, such information may be inaccurate, and there is no assurance that such information will not need to be revised in connection with our publication of any future reports. Additionally, Quanta's methodology for determining any such information may not be comparable to the methodology utilized by other companies or third parties. The information contained in this report has not been audited by an independent auditor, and Quanta has only obtained a limited assurance review for our Scope 1 and 2 emissions greenhouse gas inventory. This report is prepared as a reference tool, and Quanta may elect to modify the format and content or discontinue publication of such reports at any time without notice. This report has been reviewed by the Governance and Nominating Committee of Quanta's Board of Directors (Board).

Report Structure: Our Commitment to Transparency

This report follows an impact, environmental, social, and governance (ESG) structure, leading with a discussion of our positive "Impact" on society, followed by the "People" (social) section because people are at the center of what makes Quanta who we are, followed by "Planet" (environmental) and "Principles" (governance). This report has been written for a broad range of stakeholders, including but not limited to our customers, suppliers, investors, and nonprofit organizations.

Quanta continues to seek ways to enhance sustainability disclosure that is meaningful to our business and stakeholders. In this regard, and to improve ease of use and comparability with peers, we herein index our reporting (where applicable) against frameworks from the:

- Sustainability Accounting Standards Board (SASB),
- Global Reporting Initiative (GRI),
- Task Force on Climate-related Financial Disclosures (TCFD), and
- UN Sustainable Development Goals (SDGs).

These standards provide criteria for us to report against across a range of IESG topics and are summarized in the appendix on page 100.

We welcome your feedback on this report. For more information or to provide comments, please contact us at sustainability@quantaservices.com.

Forward-Looking Statements

This report (and oral statements regarding the subject matter of this report) includes forward-looking statements intended to qualify under the "safe harbor" from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements include any statements reflecting Quanta's business or financial outlook and expected opportunities, technological developments, competitive positioning, future economic and regulatory conditions, and other trends in particular markets or industries, as well as other statements reflecting expectations, goals, targets, intentions, strategies, assumptions, plans, or beliefs about future events or performance or that do not solely relate to historical or current facts. These forward-looking statements are not guarantees of future performance; involve or rely on a number of risks, uncertainties, and assumptions that are difficult to predict or are beyond our control; and reflect management's beliefs and assumptions based on information available at the time the statements are made. We caution you that actual outcomes and results may differ materially from what is expressed, implied, or forecasted by our forward-looking statements and that any or all of our forward-looking statements may turn out to be inaccurate or incorrect. For additional information concerning some of the risks, uncertainties, assumptions, and other factors that could affect our forward-looking statements, please refer to Quanta's Annual Report on Form 10-K for the year ended December 31, 2023, as well as any other documents filed with the SEC, which are available on our website (quantaservices.com). Should one or more of these risks materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those expressed or implied in any forward-looking statements. You should not place undue reliance on Quanta's forward-looking statements, which are current only as of the date of publication of this report. Quanta does not undertake and expressly disclaims any obligation to update or revise any forward-looking statements to reflect events or circumstances after such date or otherwise, and Quanta does not undertake and expressly disclaims any obligation to verify any written or oral statements made by any third party regarding the subject matter of this report.

Additionally, any forward-looking projections or estimates included in this report are based on assumptions that are inherently subject to significant uncertainties and contingencies, many of which are beyond Quanta's control, and such projections and estimates involve increasingly higher levels of uncertainty the further out they extend from the date of preparation. The assumptions and information underlying such projections and estimates are inherently uncertain and are subject to a wide variety of significant risks and uncertainties that could cause actual results to differ materially from those contained in the projections and estimates. Moreover, statements in this report may be based on standards or methodologies that are still developing and for which internal controls and processes are continuing to evolve. Further, certain statements are based on third-party data, estimates, or standards which Quanta has not independently verified or reviewed. While estimates and assumptions used are believed to be reasonable at the time of preparation, the inclusion of projections and estimates in this report should not be regarded as guarantees. Our disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in governmental policies, or other factors which may be beyond control. The inclusion of projections and estimates in this report should not be regarded as an indication that Quanta considered or considers such information to be a reliable prediction of future events.

A MESSAGE FROM OUR CEO

A

t Quanta, our work propels the North American economy into the future. Every solar panel, wind turbine, and battery storage unit we install and the necessary electrical infrastructure that connects it moves the needle toward a more sustainable future. We believe our positive impact sets us apart, drives our growth, and helps guide everything we do.

Our strategy is built on transforming and upgrading North America's infrastructure needs, delivering services to accelerate the energy transition, and leaving a measurable, sustainable legacy on people and our planet with an unwavering focus on our customers, employees, and communities.

That's why sustainability is not a program for Quanta; it's a way of doing business.

Since our last report, we have further advanced our sustainability program by developing a suite of climate goals that align with our values and

business priorities, underscoring our dedication to a sustainable future and the energy transition.

As we celebrate our first quarter century, I am most proud of our people and their commitment to this company and to one another. This report is not just the story of Quanta but of our people, who are our most valuable asset and what sets us apart. Every day, our crews perform the often unseen and overlooked difficult work that creates an enduring positive impact on society. When our workers look back, they will see the legacy they are leaving to make this world a better place for their children and grandchildren. This report is their story. Thank you for your trust and confidence in Quanta Services.

EARL C. "DUKE" AUSTIN, JR.

President & Chief Executive Officer



WHEN I THINK OF THE ENERGY
TRANSITION, I CAN'T THINK OF ANOTHER
COMPANY THAT WILL BE AS IMPACTFUL
AS QUANTA. BUT THE SECRET TO
**QUANTA'S SUCCESS COMES
DOWN TO JUST ONE THING:
THE PEOPLE.**



OUR FIRST 25 YEARS

BUILT ON GRIT & HARD WORK

Numbers and reality often tell different stories. The story of Quanta that numbers might tell goes like this: When it went public in 1998, a company with four employees acquired 300 companies in fewer than 30 years, eventually growing to employ more than 50,000 people. But the real story goes much deeper than the numbers could ever reflect.

Woven along thousands of lines and trenches on job sites across the United States, Canada, and Australia, the enduring story is about family legacy, entrepreneurial spirit, outstanding character, and steadfast commitment to each other. Every day for over a hundred years, the family businesses that make up Quanta's heart and soul have tackled challenges with innovative problem-solving and an unwavering determination never to quit.

As we celebrate Quanta's first 25 years and look forward to playing a pivotal role in building the energy transition, here we recognize the hard work and long history of some of Quanta's largest operating companies, stretching back as far as a hundred years. We will never lose sight of what got us here—grit, hard work, family, safety, and culture. We will never take this for granted.

IRBY

1919 Stuart C. Irby founds Stuart C. Irby Company, specializing in wholesale electrical supplies and electrical contracting.



1966 First uses helicopters for power line construction

1977 Begins 12 continuous years of work in Miami, Florida, building distribution



1985 Constructs 98 miles of 345 kV transmission in the Alaskan wilderness

2000 Acquired by Quanta Services

ABOUT THE ARTIST

Steve Driscoll is a 30-year veteran lineworker and self-taught artist from Eastern Ontario, Canada. "I wanted to produce something that conveys our pride and skill in maintaining the power supply," he says. This artwork captures that desire. See more at stevedriscollart.com.

MEARS

1970 Herbert L. Fluharty establishes Fluharty Engineering.

1974 Expands its service footprint in the Midwest through pipeline engineering

1991 Completes crossings over 11,000 feet in length and installs pipe sizes up to 60 inches in diameter including long, complicated intersects



1997 Becomes one of the largest long-haul telecommunication contractors in the country, specializing in rail-plowing and specialized services

2000 Acquired by Quanta Services

BLATTNER

1907 D.H. Blattner & Sons is founded by David Henry (D.H.) Blattner under the name D.H. Blattner & Co. Railway Contractors.



1956 Undertakes complex interstate highway projects for the Minnesota Highway Department

1967 Works on dam projects



1997 Applies its proficiency for earthmoving, structural concrete, and steel erection to the electrical power generation market

2017 Reaches a cumulative milestone of 20 GW of wind energy installed

2021 Acquired by Quanta Services

QUANTA

1997 Quanta Services is founded by John Colson, who combines four companies: PAR, Union Power, Trans Tech, and Potelco.

1998 Initial public offering under the ticker symbol PWR on the New York Stock Exchange

2009 Quanta added to the S&P 500

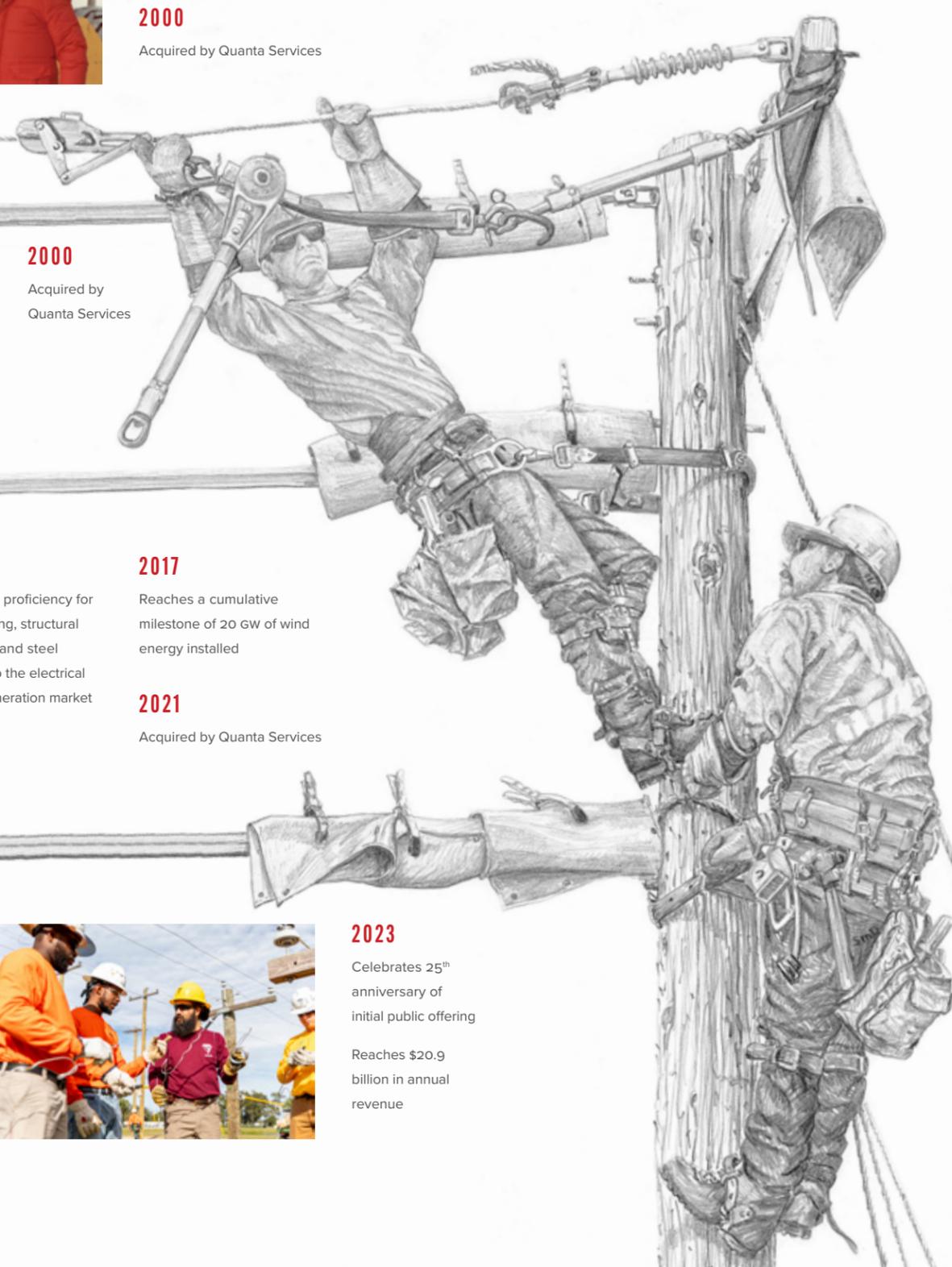


2015 The Quanta Advanced Training Center opens in LaGrange, Texas.

2018 Acquires Northwest Lineman College



2023 Celebrates 25th anniversary of initial public offering. Reaches \$20.9 billion in annual revenue



FORGING THE FUTURE

At Quanta, sustainability is all about creating an enduring positive impact on society. Every day, our crews collaborate with our customers, always putting safety first and accelerating the transition to a lower-carbon economy.

Underpinning our positive impact is our sustainability strategy, which aligns with many of the UN Sustainable Development Goals (SDGs)—a shared blueprint for peace and prosperity for people and the planet. At the intersection of creating value for both business and society, our projects have the power to make a better world by providing essential infrastructure, creating new jobs, enhancing social mobility, improving public health, and advancing the energy transition. Further details on our contribution to the other SDGs are listed in “SDG Index” on page 122.

Our continuing commitment to sustainability is embedded in our purpose. That commitment creates value for Quanta and our stakeholders by helping us identify new market opportunities to apply our services that help address society’s most complex issues as North America’s investment in the energy transition accelerates.

SUSTAINABILITY STRATEGY



QUANTA'S IMPACT

By supporting our customers and always putting safety first, we enable and accelerate the energy transition to a more sustainable future. As Quanta grows, so does our positive impact on the world.



Connecting Renewables

Quanta Services, together with its family of companies, is leading the construction of the necessary infrastructure, including transmission, distribution, and substations, to connect renewable projects to the grid. See pages 27 and 81.



Connecting Power & People

With an unwavering focus on safety, Quanta has built the industry's largest, most highly skilled workforce. We construct and maintain every aspect of the power grid and deliver world-class execution on a local level. See page 42.



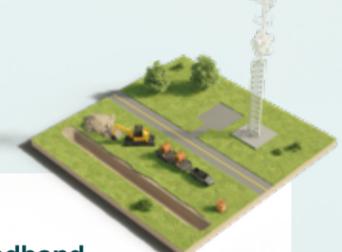
Renewable Infrastructure

Quanta is enabling a digital future powered by renewable energy. With an industry-leading renewables infrastructure platform, our operating companies have constructed a quarter of all the utility-scale renewable capacity in the U.S. See pages 16 and 20.



Utility-Scale Energy Storage

Quanta companies are installing battery storage systems as standalone units and in combination with solar facilities to enable power grids to function flexibly, firm renewables, and pave the way for a cleaner grid. See pages 20 and 22.



Broadband Access

Quanta operating companies are working with customers to expand access to quality, affordable communication services in cities and rural communities, increase access to technology, and enable economic mobility. See page 65.



Safety & Training

How we work matters. We are changing the way our industry thinks about and deals with risk. We are training our employees and the industry to identify failures before they occur and build the capacity to absorb them safely. See pages 32 and 42.



EV Charging Infrastructure

With rapid EV adoption on the horizon in North America, Quanta is supporting the infrastructure needed to create a national EV charging network that is convenient and reliable for drivers across all vehicle types. See page 22.



Utility Performance Solutions

Specializing in the electric power and energy industries, Quanta's engineers are solving the most complex energy infrastructure challenges and designing the grid of the future. See pages 28 and 84.

MATERIALITY

Our materiality assessment enables us to listen to and engage with diverse stakeholders interested in or directly affected by our company’s operations. This allows us to enhance our disclosures and allocate resources effectively to achieve the ambitions associated with each sustainability topic.

Our materiality assessment informs Quanta’s sustainability strategy by helping us understand the topics that are most important to our diverse stakeholders, enabling us to reevaluate our approach and validate our priorities. In 2023, we conducted our second comprehensive materiality assessment, and we plan to update the assessment every two years. During the years when we do not complete a full evaluation, we refresh and continuously improve our data collection and analysis processes, which helps us respond to evolving business risks and opportunities.

Our 2023 materiality assessment leveraged input from diverse internal and external stakeholders, including executives, employees, customers, suppliers, and investors, with respondents rating each sustainability topic’s importance to Quanta’s business. We utilized a third party to conduct this anonymous survey to ensure candid and comprehensive feedback from our stakeholders. Twenty-four issues were identified as the most important sustainability considerations facing Quanta in the near to medium term and were weighted, prioritized, and segmented based on the stakeholder input.

In broad terms, the 2023 materiality assessment affirms and builds on the inaugural assessment that we conducted in 2021. The core priority topics identified in this latest assessment largely mirror the issues identified as highly material in the previous assessment, with “Occupational Health & Safety” and “Ethics & Integrity” remaining our business’s top two material topics. In addition, close alignment was observed between stakeholders’ and executives’ scoring on most topics. Fifteen of the 24 issues assessed by management and stakeholders were within 5% of each other, suggesting that Quanta management is in tune with stakeholders’ perception of material sustainability issues.

STAKEHOLDER ENGAGEMENT

Regular discussions with our stakeholders strengthen our materiality process and help us better align our business operations with relevant sustainability issues. We engage with a diverse range of stakeholders, including investors, customers, suppliers, community members, and nonprofits, to shape and extend the reach of our sustainability program. Through inclusive partnerships, Quanta teams routinely participate in various industry forums to help gather feedback and discuss emerging sustainability issues.

Stockholders

We take an active role in communicating with investors to clarify their sustainability questions, which helps us fine-tune our business practices to better reflect our social and environmental objectives.

Employees

We promote a sustainability-oriented culture among our employees by hosting events and running awareness campaigns, along with gathering their input through surveys to continuously improve.

Customers

We connect with our customers directly to gather insights into their sustainability preferences and work together to design solutions and services tailored to their needs.

Nonprofits & Civil Society

We actively seek external feedback on our sustainability strategy by participating in individual and group discussions, industry forums, and third-party events to gain diverse insights.

MATERIALITY ASSESSMENT RESULTS¹

CORE TOPICS

- Occupational Health & Safety
- Ethics & Integrity
- Product Quality & Safety

PRIORITY TOPICS

- Supporting the Energy Transition
- Workforce Training & Development
- Employee Engagement & Wellness
- Cybersecurity & Data Privacy
- Business Resilience

FOCUS TOPICS

- Supporting Climate Change Resiliency
- Supporting Sustainable Innovation
- Diversity, Equity, & Inclusion
- Community Engagement & Relations
- Labor Relations
- Human Rights
- Corporate Governance
- Supply Chain Management

EMERGING TOPICS

- Waste Management
- Biodiversity & Ecosystems
- Water Management
- Circular Economy
- Philanthropy & Volunteering
- Supplier Diversity
- Operational Greenhouse Gas & Emissions
- Climate Change Risk & Governance

¹ The discussion of materiality or significance, including discussion of material or significant sustainability matters as determined in connection with this sustainability material assessment, is not an indication that such information, topics, matters, or issues are necessarily material to Quanta’s investors under the federal securities law’s definition of materiality in general or pursuant to disclosure or reporting requirements in connection with the rules and regulations of the SEC.

2023 NOTABLE AWARDS: QUANTA SERVICES



#1 2023 Utility-Scale Top Solar Contractor, as named by Solar Power World



#1 Healthiest Employer of Texas for the second year for employers with over 10,000 employees



Duke Energy's 2023 Supplier Excellence Award as **Corporate Responsibility Supplier of the Year**



No. 3 in the Engineering & Construction sector of Fortune's World's Most Admired Companies



No. 244 on the 2023 Forbes Fortune 500 list



No. 1,088 on the Forbes Global 2000 list



One of Vault's **Top 100 Internship Programs**



One of America's Greenest Companies (4-Star Rating)



No. 1 Specialty Contractor in America, Engineering News-Record Top 600 list



No. 16 on the 2023 Healthiest 100 Workplaces in America by Healthiest Employers



Fooda 2023 **Community Impact Award**

IN FOCUS

RECOGNIZING QUANTA EMPLOYEES & OPERATING COMPANIES



Matt Compher, Senior Vice President of Health, Safety, and Environmental for Quanta Services, received the **ENR 58th Annual Award of Excellence** and was recognized as a **Top 25 Newsmaker**.



Irby won the **Energy Premier Vendor Award** in the area of Innovation and Continuous Improvement for significantly improving processes in the area of safety excellence with its Lineman Calculator.



Potelco was named one of the **Top 25 Safest Construction Companies in Washington State** by Approach Management Services.

SUMMIT LINE CONSTRUCTION

Summit Line Construction was named a **2023 Top Workplace** by *The Salt Lake Tribune* in the small business category.



Damir Novosel, President of Quanta Technology, received the prestigious **Philip Sporn Award** at the CIGRE USNC Annual Lunch. He was also honored with the **IEEE PES Leadership in Power Award** and the **Distinguished Alumni Award** from Mississippi State University.



Carl Wilkins, Senior Vice President of Distribution, Quanta Technology, was inducted into the NC State University's **ECE Alumni Hall of Fame**.



North Houston Pole Line won the **2023 CenterPoint Energy Spirit of Inclusion Award**. The award recognizes a prime supplier that has demonstrated outstanding inclusion of diverse-owned businesses in their supply chain.



Jacob Phelps, Vice President, Apprenticeship and Training Programs for Quanta Services, was inducted into the **International Lineman Hall of Fame**.



Quanta Technology was awarded the **2023 USNC Outstanding Collective Member Award** for outstanding leadership and continuing managerial, technical, and financial support of the activities of the U.S. National Committee and CIGRE over an extended period of time.

THE ENERGY TRANSITION: BY THE NUMBERS

With the energy transition already hard-wired into the U.S. economy, 2023 marked a record year for low-carbon investment. Across the board, records for transition-related metrics were being set, while future projections, including those related to expanding and strengthening the grid, were ratcheted higher. With energy as the lifeblood of the economy, Quanta is positioned with the solutions to accelerate the energy transition by supporting our customers' efforts to increase the reliability, safety, efficiency, and connectivity of infrastructure assets.

POWERING AI & LOAD GROWTH

4.7%

Estimated growth of nationwide electricity demand over the next five years by grid planners—almost double the 2022 estimate of 2.6%

250%

Estimated growth in electricity consumption from data centers by 2030

See page 127 for references.

EXPANDING RENEWABLES

97%

Decline in the price of batteries in the last three decades

280%

Projected increase in onshore wind capacity additions from 2023 to 2030

DOUBLED

Approximate expected increase in U.S. battery storage capacity from 2023 to 2024

40 GW

Projected annual U.S. utility solar capacity additions by 2030, almost double 2023 estimates

GROWING THE GRID

DOUBLED

Projected increase in transformer demand by utilities from 2020 to 2027

TRIPLED

Increase in U.S. transmission grid congestion costs from over U.S. \$6 billion in 2019 to almost U.S. \$21 billion in 2022

10 M

Estimated miles of transmission and distribution needed by 2050—double the current grid length, while more than half of existing grids need to be replaced

\$54 B

Estimated economic impact of grid-related outages

ELECTRIFYING TRANSPORT

10%

of the projected U.S. grid capacity could come from EV load by 2040.

\$100 B

Projected combined investment in EV charging infrastructure, installation, and grid upgrades in the U.S. by 2040

14%

Incremental U.S. electricity demand if the U.S. medium- and heavy-duty trucking fleet is electrified

100 GW

BIG CHALLENGES CALL FOR BIG COMMITMENTS.

W

e want to meet these challenges head-on, so we developed a goal to build at least 100 GW of renewable energy capacity by 2035 or sooner. Not only does this commitment underpin our dedication to a sustainable future, but it also reinforces our leading role in building the energy transition. By partnering with our customers to accelerate the future of energy, the positive outcomes from achieving this goal will be substantial, resulting in reduced emissions and significant social and economic benefits. We want Quanta's legacy to be a cleaner, more sustainable future for all. Let's build it.



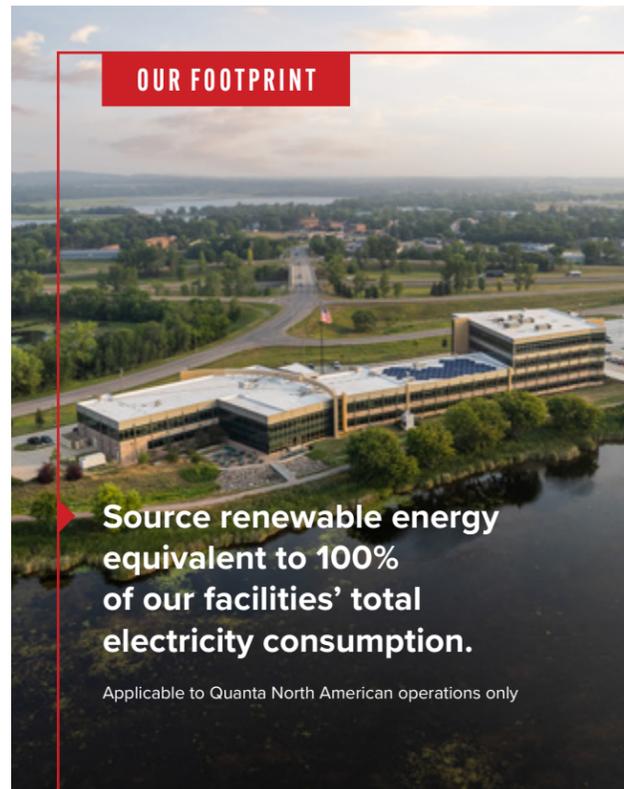
OUR CLIMATE GOALS

Building the energy transition is our business. Here, we are committing to partner with our customers to transform the North American energy sector by building at least 100 GW of renewable energy capacity by 2035 or earlier while reducing the carbon intensity of our operations. To get there, we have identified different levers and set goals that align with our values, the UN SDGs, and key areas across different time horizons.

Our strategy is clear and simple. We are committed to growing our positive impact on society by helping to accelerate the renewable infrastructure megatrend. At the same time, by investing in low-carbon solutions, we aim to reduce the carbon footprint of our operations, which is required to enable the North American energy transition to be built.

Our objective is to stand alongside our customers to address the pressing issue of climate change. Whether it involves constructing renewable infrastructure, increasing the adoption of zero-emission transportation, or enhancing the sustainability of our properties, we are committed to playing our part. Our efforts will include investing in advanced technologies to improve energy efficiency and integrating innovative practices across our operations, fostering a culture of sustainability within our workforce while promoting environmental stewardship in every aspect of our business.

While we are confident in our ability to meet these goals, we acknowledge considerable operational uncertainties in the near term regarding our ability to transition parts of our fleet to zero-emission alternatives. We will leverage our scale to increase collaboration with our suppliers and customers to broaden and further develop our climate solutions. This will enable us to work more closely together and achieve substantial progress in reducing our overall environmental footprint.



OUR FOOTPRINT

Source renewable energy equivalent to 100% of our facilities' total electricity consumption.

Applicable to Quanta North American operations only

FOCUS AREA

Scope 2 Emissions

OUR VALUES

We are committed to using energy more efficiently and sourcing it more sustainably.

PERIOD



IMMEDIATE

SDG ALIGNMENT




OUR ENERGY TRANSITION IMPACT

Install at least 100 GW of renewable energy capacity by 2035 or earlier.

FOCUS AREA

Renewable Energy Installed

OUR VALUES

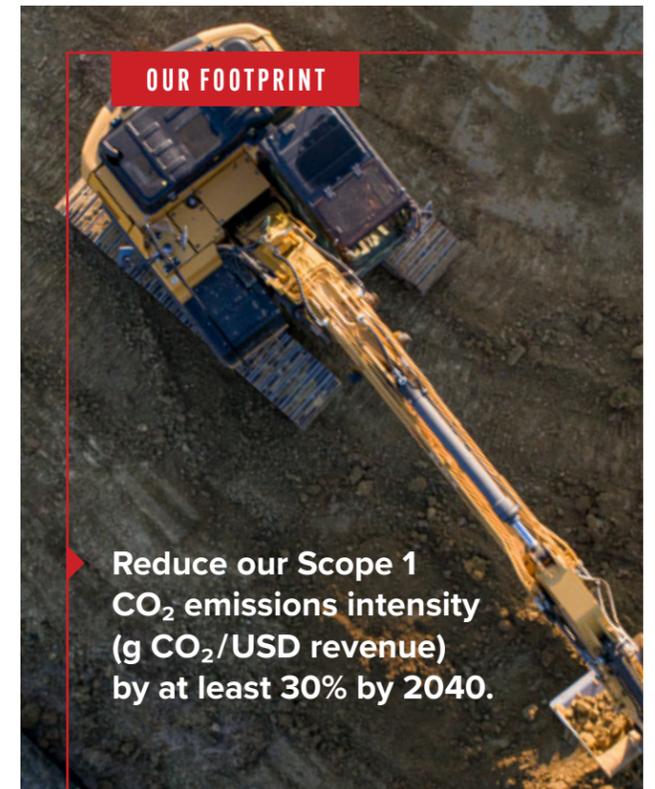
By supporting our customers' decarbonization ambitions, we are enabling and accelerating the transition to a lower-carbon future.

PERIOD



2021 ————— **2035**

SDG ALIGNMENT

OUR FOOTPRINT

Reduce our Scope 1 CO₂ emissions intensity (g CO₂/USD revenue) by at least 30% by 2040.

FOCUS AREA

Scope 1 Emissions

OUR VALUES

We are committed to decoupling our carbon emissions from our business growth by investing in low-carbon solutions, such as electric fleet assets.

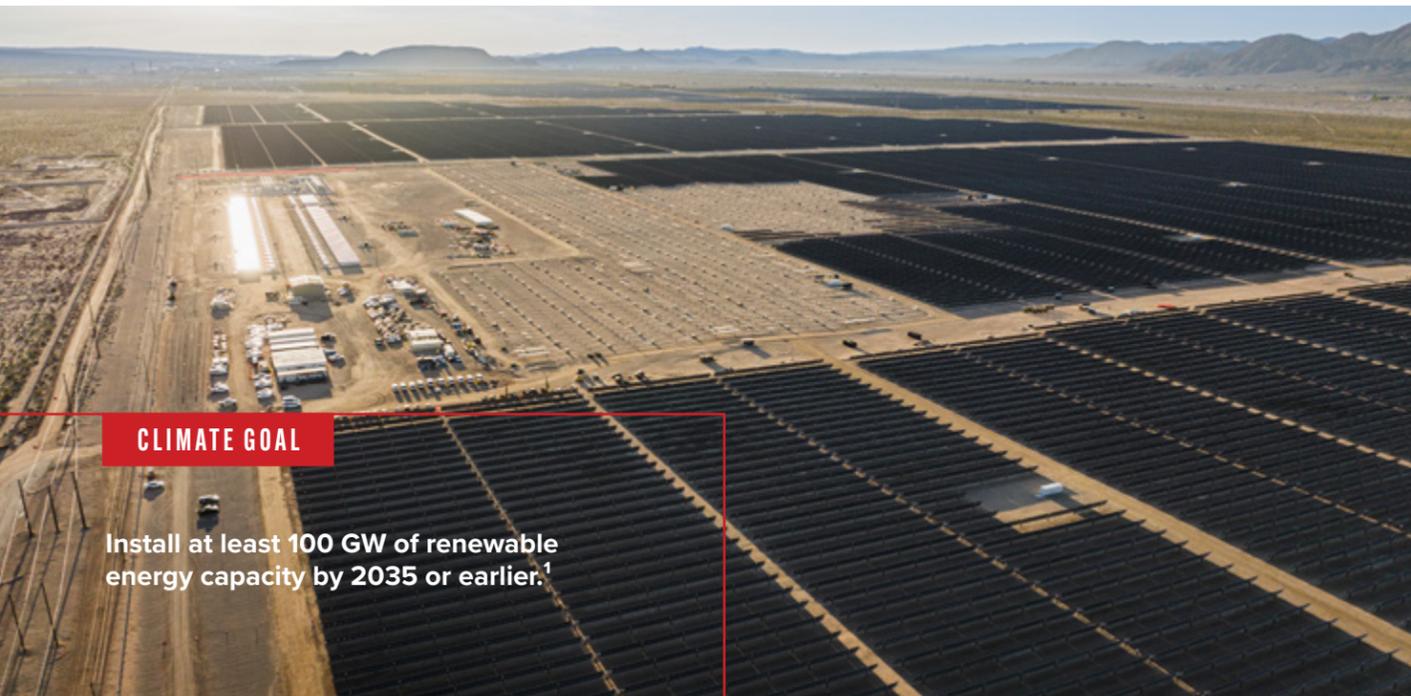
PERIOD



2019 ————— **2040**

SDG ALIGNMENT





CLIMATE GOAL

Install at least 100 GW of renewable energy capacity by 2035 or earlier.¹

OUR ENERGY TRANSITION IMPACT

Renewables are set to be North America's fastest-growing electricity source as commitments to reduce carbon footprints increase. Our goal is to partner with our customers to accelerate the future of energy.

¹ This goal considers a sustained market share for our operating companies that construct renewable projects and reliable energy market forecasts (such as BNEF), balanced by general assumptions regarding the sustained adequate functioning of the North American renewables market, including the successful execution of the IRA and other incentives. Only balance of plant renewables construction projects are considered, including new wind, wind repower, solar, battery storage, EV charging, hydrogen, and RNG projects. Only delivered projects in a calendar year are considered.

Creating Hybrid Renewable Systems: Solar + Battery Storage

A Quanta operating company recently completed construction of the Daggett Solar + Storage project, which encompasses 482 MW solar and 280 MW/1,120 MWh of energy storage and is one of the country's largest operating solar and storage hybrid facilities. An additional 113.5 MW/454 MWh battery storage portion will reach commercial operations in 2025, bringing the project's full battery capacity to 394 MW/1,576 MWh. Daggett Solar + Storage is designed to generate enough electricity to power more than 181,000 homes and can store and deploy clean power during periods of peak demand to support grid reliability, providing an efficient solution to intermittency.

The project was built near a former coal and gas-fired power plant, leveraging preexisting infrastructure and repurposing existing high-voltage substations and transmission lines, highlighting a notable transition from fossil fuel facilities to a renewable energy project.

Daggett Solar + Storage is expected to generate up to \$18.5 million in local tax revenue and \$5 million in spending annually during operations. The project will sustain over a dozen on-site full-time jobs. It will continue to support local institutions such as the Silver Valley High School and Alternative Education Center, the Silver Valley Fire Alliance, and the local chambers of commerce.

Repowering Wind: Modernizing the Existing Wind Fleet

When a wind farm nears the end of its design life, owners can retrofit old turbines on existing sites with new technology, including erecting taller, more efficient wind turbines to increase productivity. Because each new turbine produces more energy than the old ones, wind repowering can multiply the generating capacity of a wind farm and significantly increase electricity production. Repowered projects can also gain cost-saving advantages relative to new greenfield developments by utilizing existing grid connections and infrastructure. Repowering is particularly effective in older wind farms, which are often located in the best wind conditions.

Teams from a Quanta operating company recently repowered a project in western Texas, replacing 43 existing turbines and foundations originally commissioned in 2007 with 35 new ones.

"Repowering is complex work. Typical repowers involve retrofitting the nacelles and reinstalling or replacing the rotor. This repower was a different and difficult story," said Jack Holland, Site Manager.

The installation team faced many challenges, especially dealing with old and sometimes damaged components, removing precarious high-tension rock foundations, strategically offloading new turbine components near the old turbines, and fully retrofitting most of the collection system.

"Each turbine overhaul was its own challenge," Holland said. "At one time, we had every trade balancing work on the same site. Careful coordination, pre-job planning, and attention to quality parameters were integral to success."

Even with the unique risks and hazards associated with repowering, the project had no serious incidents or accidents. Holland credits The Capacity Model™ training and Daily Field Observations for the team's impressive safety record. Overall, the team worked 172,000 hours without a recordable injury.

Today, the 89.5 MW project generates enough clean energy to power 27,000 households, offset 162,000 tons of carbon dioxide emissions, and save millions of gallons of water annually. Thanks to the careful work of the determined and talented team, this wind project is expected to have many more years of energy production.

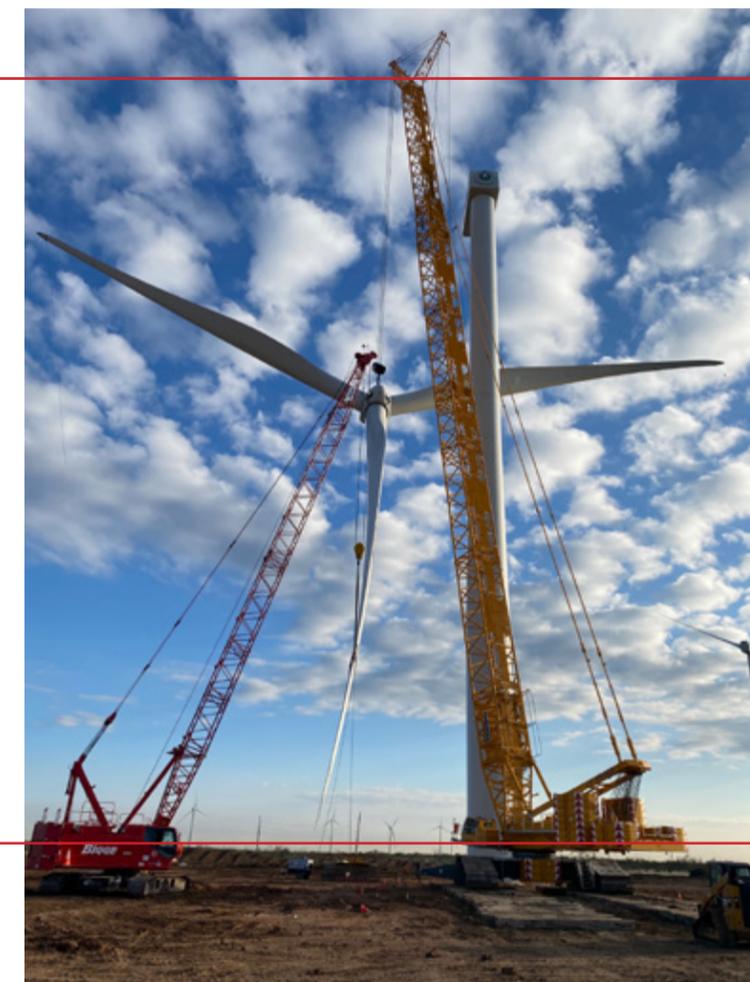


At one time, we had every trade balancing work on the same site.

CAREFUL COORDINATION, PRE-JOB PLANNING, AND ATTENTION TO QUALITY PARAMETERS WERE **INTEGRAL TO SUCCESS.**

JACK HOLLAND

Site Manager



Constructing Battery Storage for Grid Stability & Reliability

The rise of decentralized renewable energy sources with intermittent supply coupled with the decommissioning of thermal power plants means standalone battery energy storage systems are rapidly becoming critical facilitators of grid stability and reliability. These systems enable the power grid to maintain a continuous and reliable electricity supply despite fluctuations in demand and supply. Key aspects of grid stability include frequency regulation, voltage control, and balancing supply and demand.

A Quanta operating company in Australia is constructing the Waratah Super Battery, which will be the largest standby network battery in the Southern Hemisphere. Located on the site of a decommissioned thermal coal power station that operated for 50 years, when operational, the project will provide up to 850 MW of guaranteed active power and 1,680 MWh of battery storage capacity.



The project is designed to provide reserve transmission capacity and stability rather than additional electricity storage capacity, acting as a shock absorber to address any sudden power surges, such as those from a bushfire or lightning strike across the electricity grid. A notable feature of the project is a system integrity protection scheme (SIPS), designed to reserve and deploy battery power to support the electricity grid when required due to contingency events, enabling consumers to access more energy from existing electricity generators while maintaining network security.



Building Electric Truck Charging Infrastructure

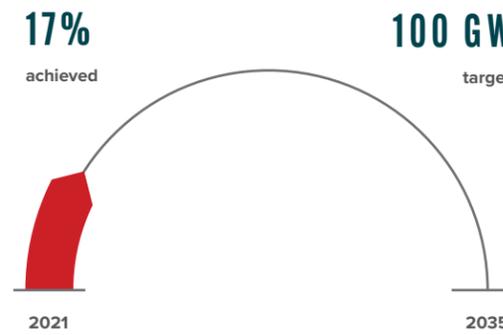
A Quanta operating company is integrating electric coordination and construction services for a new electric truck charging depot serving the Port of Long Beach, California. The facility will provide high-speed charging infrastructure for hundreds of drayage trucks per day, supporting the transition of the state's drayage fleet to zero-emissions. The charging depot at the Port of Long Beach is designed to include 19 dual-port 360 kilowatt (kW) chargers and six 360 kW single-dispenser chargers capable of charging 44 vehicles concurrently and charging an electric Class 8 truck in around 90 minutes, depending on battery capacity. When fully operational, it is set to service approximately 200 trucks daily. Construction of the truck charging depot comes as the California Air Resources Board (CARB) will require any new drayage truck registered to serve the San Pedro Bay ports complex as of January 1, 2024, to be zero-emissions and for the entire drayage fleet to be zero-emissions by 2035.

Collaborating to Test EV Charging Equipment

In collaboration with the Department of Energy (DOE), Quanta Technology is building an EV charging testing facility at the Quanta Advanced Training Center in La Grange, Texas. Quanta will construct the EV charger assessment and testing facility at the Quanta Advanced Training Center, which will perform commercial testing of EV chargers. The design will be expandable to include testing other inverter-based resources such as battery energy storage systems, solar inverters, and wind inverters.

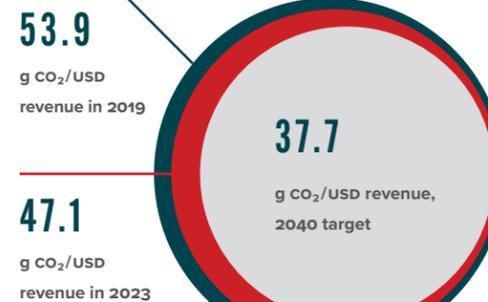
OUR CLIMATE GOALS: PROGRESS

OUR ENERGY TRANSITION IMPACT RENEWABLE ENERGY INSTALLED



OUR FOOTPRINT SCOPE 1 CO₂ INTENSITY

Grams of carbon dioxide equivalent (CO₂e) per dollar of revenue (g CO₂/USD revenue)



OUR FOOTPRINT SCOPE 2 EMISSIONS: ELECTRICITY FROM RENEWABLES

100%
achieved

TARGET REACHED



CLIMATE GOAL

From a 2019 baseline, reduce our Scope 1 CO₂ intensity (g CO₂/USD revenue) by at least 30% by 2040.



OUR FLEET: SCOPE 1 EMISSIONS

As we expand our impact in the energy transition, we remain committed to reducing the CO₂ intensity of our operations. As our business scales, we aim to enhance operational efficiency by investing in solutions across our business, such as increasing fleet efficiency and scaling the adoption of electric and alternative fuel vehicles.

We provide infrastructure solutions where trucks are an essential element in driving the energy transition forward, and currently most of our fleet assets are powered by diesel, gasoline, and aviation fuel. We recognize that fleet decarbonization goes beyond simply deploying electric vehicle assets. It requires a holistic strategy that includes the convergence of multiple elements, including vehicle charging infrastructure, financial planning, driver education, operational considerations, and maintenance protocols.

Electrification of Our Fleet Assets

The electrification of our fleet will play a key role in our efforts to reduce greenhouse gas emissions and advance a cleaner, more sustainable transportation system. By integrating the latest available technologies and partnering with automakers to meet needs unique to our fleet operations, Quanta is working to reduce emissions and operating costs and expand our portfolio of low-emission vehicles.



Light-Duty Vehicles

In 2023, we took delivery of 30 all-electric Chevrolet Silverado pickup trucks, which were deployed to several Quanta operating companies. To support our electric deployment and flexible charging, we installed charging infrastructure at some of our properties for on-site charging to augment home charging.



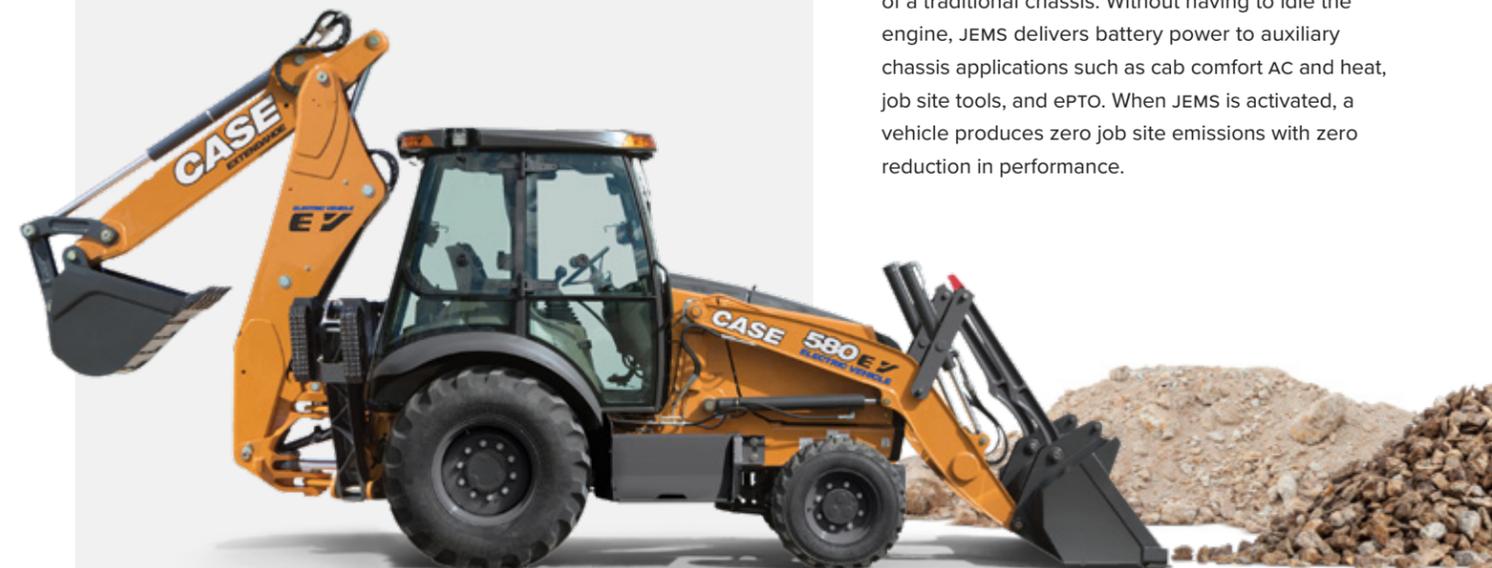
On-Road Fleet

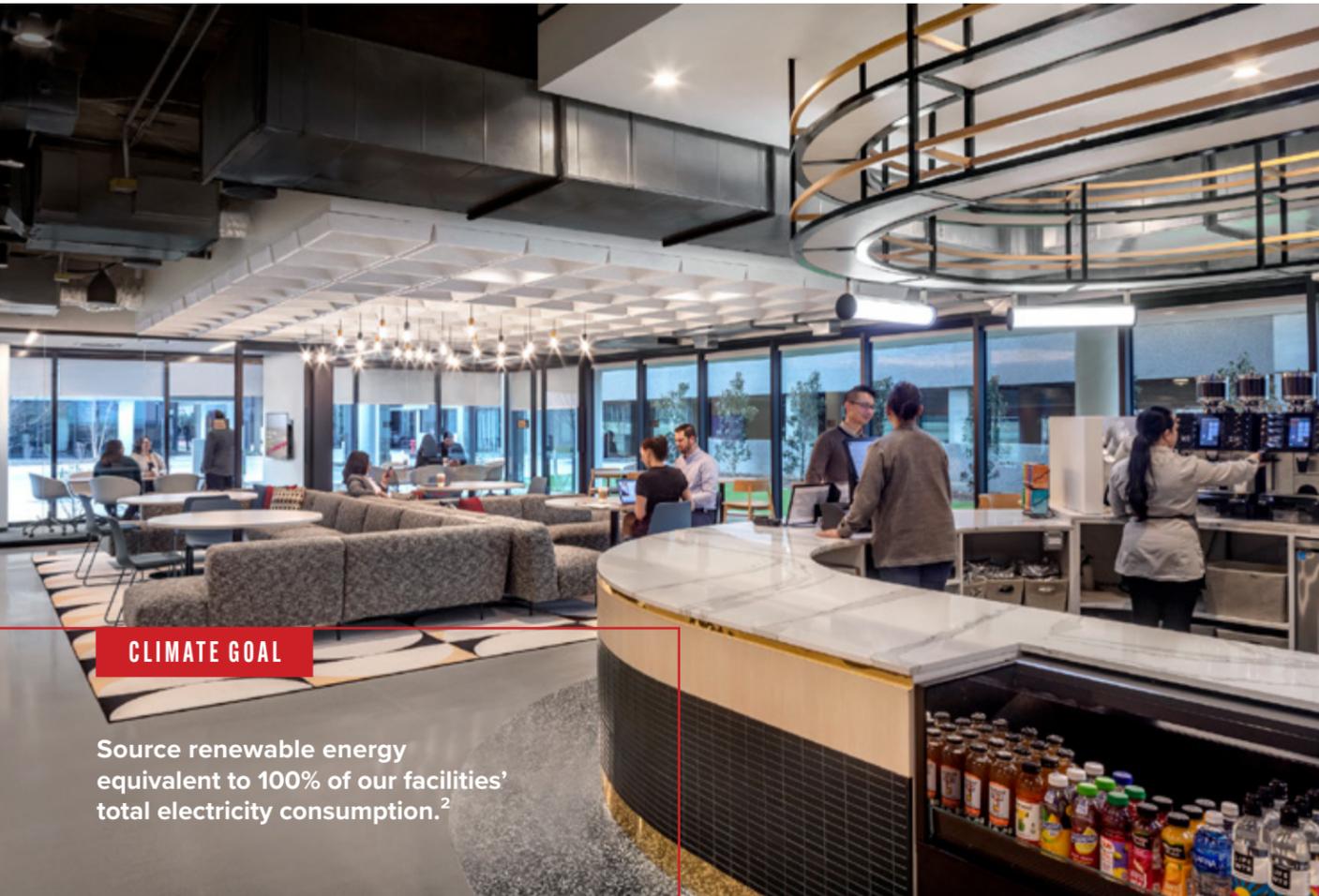
We recently purchased our first fully electric bucket truck that produces zero emissions or noise pollution and contains components that are 100% recyclable. Powered by lithium-ion battery packs, a fully charged unit has a range of 100 miles, up to 50 mph, with an integrated electric power take-off (ePTO) unit. Recharging the truck takes six to eight hours and features regenerative braking, allowing the batteries to store energy when the vehicle stops.

In addition, we are field testing Altec's Jobsite Energy Management System (JEMS) for bucket trucks, which provides a method to eliminate idling and reduce noise at the job site while still offering the benefits of a traditional chassis. Without having to idle the engine, JEMS delivers battery power to auxiliary chassis applications such as cab comfort AC and heat, job site tools, and ePTO. When JEMS is activated, a vehicle produces zero job site emissions with zero reduction in performance.

Off-Road Fleet

We are collaborating with Case Construction to test fully electric construction equipment in the field. A single battery charge of the electric machines will support most eight-hour workdays. The battery separately powers the drivetrain and hydraulic motors, resulting in hydraulic breakout forces equal to diesel-powered machines and improved performance during simultaneous loader and drivetrain operation.





CLIMATE GOAL

Source renewable energy equivalent to 100% of our facilities' total electricity consumption.²

OUR PROPERTIES: SCOPE 2 EMISSIONS

Our energy comes from purchasing electricity from the electric grid powered by various energy sources. We are committed to complementing our on-site energy reduction efforts by funding the creation of new, clean power projects by acquiring Renewable Energy Certificates (RECs).

Our Progress

In addition to our efforts to reduce energy consumption, we have recently acquired Green-e® certified, unbundled Renewable Energy Certificates (RECs) to cover our 2023 energy consumption. We are constantly working towards optimizing our energy usage and have been implementing various measures to reduce energy consumption across our facilities. Looking ahead, our renewable energy portfolio could include a mix of green tariffs, retail renewable agreements, unbundled RECs, and potentially other mechanisms to complement our own energy reduction efforts.

As we upgrade our buildings, we are installing energy-saving features such as LED lighting, motion-activated lights, smart thermostats, and energy management systems.

² Applicable to our North American operations only

OUR CULTURE OF INNOVATION IN THE ENERGY TRANSITION

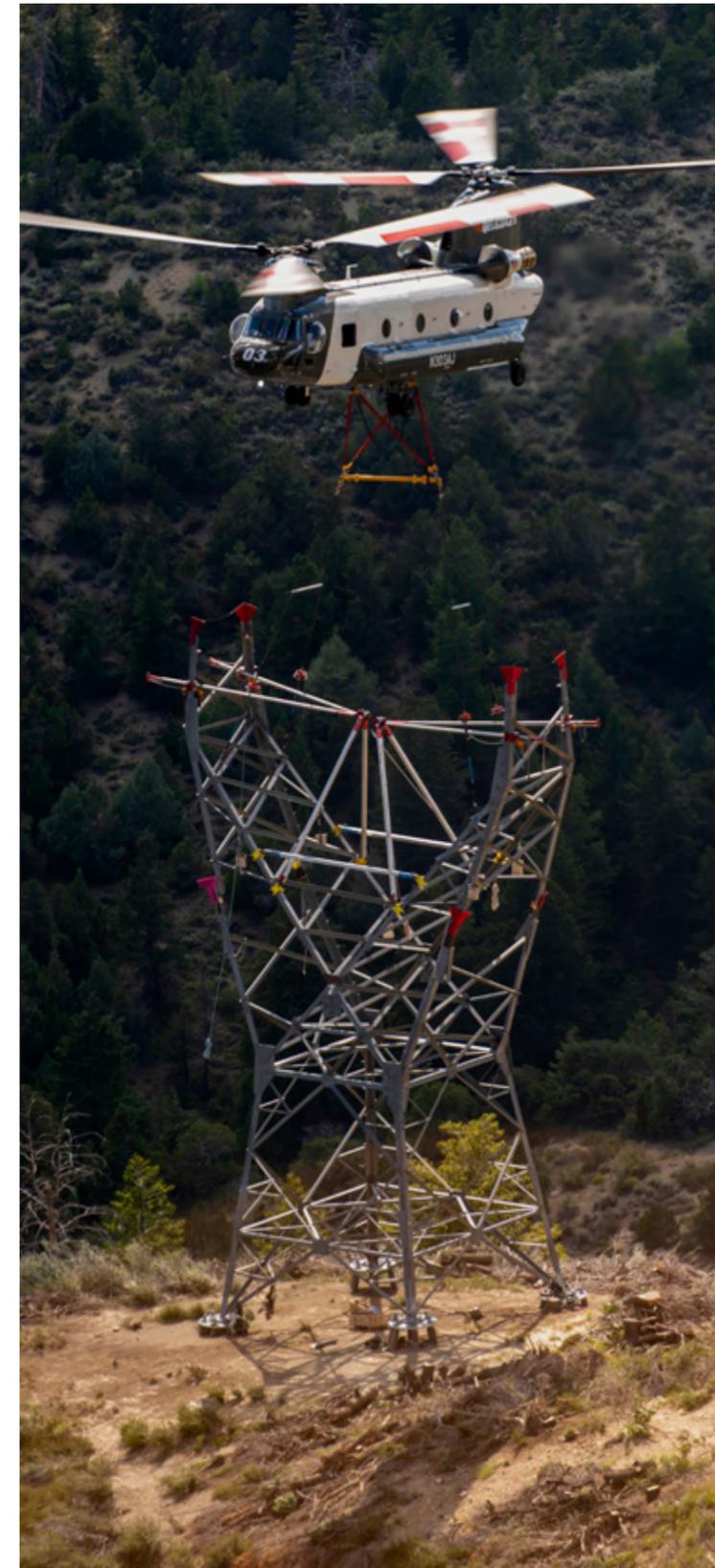
As the energy transition gathers pace, so does the innovation from within our operating companies that support it. Here, we showcase recent innovations from Quanta operating companies that help provide our services more safely and efficiently.

Lifting Heavy Loads Safely & Efficiently

Quanta Aviation has recently designed an anti-rotation device (ARD) for the Boeing CH-47 Chinook, enabling safer and more efficient delivery of heavy precision loads in the power line industry. The ARD is a simple, lightweight design capable of lifting 25,000 pounds with a longer range, versatile for flying different load configurations, and small enough to fit under the belly of the aircraft. The system employs a unique tandem hook configuration found on the CH-47D utility hook helicopter. Using bridles from the forward and aft hooks to a spreader bar provides the excellent anti-rotation characteristics needed to successfully utilize the CH-47 for precision loads. The ARD can easily change configurations for different load combinations, allowing many heavy precision loads to be flown to support other Quanta companies in large projects.

The ARD automatically aligns the load with the aircraft and is designed to increase safety by enabling the CH-47 to set precision loads in an orientation that eliminates the need for lineworkers and ground crew on the structures to help catch the load. For example, the ARD was instrumental in the recent Gateway South transmission project, which included constructing a new, high-voltage transmission line extending more than 400 miles from southeastern Wyoming into central Utah, allowing the structures to be set without crews on the structures.

In addition, the ARD significantly increases efficiency and reduces greenhouse gas emissions by providing excellent load stability, minimizing time spent setting loads, reducing aviation fuel consumption per load set, and avoiding emissions associated with the use of ground equipment.



Mobile Energy Storage Solutions: Clean, Noiseless & Reliable

Innoversa Mobile Solutions (IMS), a wholly-owned subsidiary of Quanta Services that specializes in manufacturing and integrating mobile energy storage systems (MESS) and mobile electric vehicle (EV) chargers and testers, and Quanta Technology recently successfully deployed the latest generation of IMS' mobile energy storage system (PROMIS®) for a customer as a zero-emission alternative for backup power during emergencies.

The PROMIS® unit provided uninterrupted power to the customer while the utility conducted essential upgrades and repairs to the electrical system, avoiding the need for disruptive power outages and extensive diesel generator use. Unlike diesel generators commonly used for backup power, mobile energy storage systems produce no exhaust fumes and operate virtually silently. This feature contributes to cleaner air and facilitates clearer communication among workers at construction sites or during disaster relief efforts.



The mobile batteries are passing our tests with flying colors. We are excited about the many benefits they will provide our customers

AS A QUIET, CARBON-FREE SOLUTION TO
ENSURE RELIABLE SERVICE.

UMAIR ZIA

Director of Distribution Engineering, Eversource



Tested in the Field

In addition to environmental benefits, the PROMIS® unit can yield significant cost savings by reducing or eliminating the need for diesel generators while reducing greenhouse gas (GHG) emissions. For example, a utility customer recently deployed a 500 kW/1 MWh PROMIS® unit in hybrid mode for 18 hours a day and a 200 kW mobile generator for 6 hours a day. A 40-day operation period (during the upgrade of distribution equipment) saved \$17,000 in diesel costs and afforded a 43-ton reduction in GHG emissions. The annual cost savings and emissions reduction for deployments at larger scales and multiple sites can be substantial for similar use cases.

Integrating these emerging solutions into utility asset portfolios and deploying them at multiple sites for year-round backup power supply and other use cases can be crucial in achieving a cleaner power supply. The PROMIS® unit can be a fully clean energy resource if paired with solar facilities for recharging the batteries. A scenario has been implemented for multiple PROMIS® units at different hub locations where the unit is located and connected to the solar facility for recharging and avoiding solar curtailment. The unit will then be dispatched and relocated whenever needed to provide backup power supply or grid support functions at different locations within the service territory.

Increasing Efficiency: Modular Data Center Solutions

According to the IEA, emerging services and technologies such as streaming, cloud gaming, blockchain, artificial intelligence, machine learning, and virtual reality could boost demand for data services.³ For example, Bitcoin consumed an estimated 110 TWh of electricity in 2022, 20 times more than in 2016. At the same time, edge computing, a distributed computing paradigm that brings computation and data storage closer to the data sources, will require a compact solution capable of providing efficient power and cooling. These data centers and data transmission networks that underpin digitalization accounted for around 330 Mt CO₂ equivalent in 2020, equivalent to 0.9% of global energy-related GHG emissions.

A Quanta operating company has developed an advanced immersion cooling approach to modular data centers that

³ [iea.org/energy-system/buildings/data-centres-and-data-transmission-networks](https://www.iea.org/energy-system/buildings/data-centres-and-data-transmission-networks)

allows for expedited infrastructure design and development with leading-edge immersion cooling technology as a turnkey solution. Each facility features an efficient modular design and immersion cooling technology that significantly reduces capital and operational expenses, improves performance and hardware reliability, and can operate in confined or extreme environments.

The two-phase immersion cooling houses servers in tanks filled with dielectric fluid. The dielectric fluid removes heat from the server while not interfering with the server's functionality. The heated fluid turns into a vapor, and cooling coils condense it back into a reservoir to efficiently recycle the dielectric fluid. Compared with conventional systems, the power savings associated with two-phase cooling are estimated to be around 60%, with potential total cost of ownership (TCO) savings of up to 50%.

As a proof of concept, the Quanta operating company launched an operational modular data center facility in Northern Georgia. Phase I included a 1.5 MW immersion cooling infrastructure, configured as two 750 kW Critical Infrastructure Modules (CIM) for a total of 1,250 square feet.



BY THE NUMBERS

20x

increase in electricity used by Bitcoin from 2016 to 2022

0.9%

global energy-related GHG emissions from the data centers and data transmission networks that underpin digitalization

60%

power savings associated with two-phase immersion cooling compared with conventional systems

PEOPLE

OUR COMMITMENT
TO PEOPLE

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Our Communities & Employees

2023 HIGHLIGHTS

15%

decrease in "Stuff That Kills You"
(STKY) actual rate YOY

54%

decrease in "Stuff That Kills You"
(STKY) actual rate since 2019

20%

increase in the number of students trained
(campus and mobile training programs) at NLC YOY

OUR OPPORTUNITIES

- Accelerating the representation of women and people from traditionally underrepresented groups at all levels across our organization
- Continuing to provide equal opportunities for everyone in our communities to achieve success

PROTECTING OUR EMPLOYEES

A CULTURE OF SAFETY

01

F

or us, creating a positive impact begins with our focus on the safety and health of our people and ensuring our employees come home safely every day. As a core value, we foster a culture of safety backed by world-class training resources, actively identifying and controlling hazards on the job site, and minimizing our impact through planning and execution.



MATT COMPHER: STEERING OTHERS THROUGH A SAFETY MIND-RESET TO REDUCE MAJOR INJURIES

For his efforts to protect the Quanta Services family and his quest to inject needed fresh thinking into construction safety, the editors of *Engineering News-Record (ENR)* recently selected Matt Compher,



Senior Vice President of Health, Safety, and Environmental at Quanta, as the winner of ENR's Award of Excellence.

In 2019, Quanta initiated The Capacity Model™, a unique safety and training program that urges everyone to put the emphasis on limiting harm from “Stuff That Kills You” (STKY). The Capacity Model™—with its focus on human performance and building capacity to fail safely—creates a work environment that focuses on preventing incidents while also building capacity for failure by always planning and executing our work as if failure is going to



Our employees are our best source of learning. They taught us that the “Stuff That Kills You” (STKY) fundamentally differs from the stuff that hurts you, and we must address both differently. We developed The Capacity Model™, which starts with one foundational truth: We only employ humans, and all humans make mistakes. The Capacity Model™ is nothing short of a paradigm shift in how we think about safety. It's not about if we make a mistake; it's about when we will make a mistake. We must build the capacity to absorb failure without changing lives.

WE DESIGNED AND ARE
INTEGRATING THE CAPACITY
MODEL WITH ONE THING
IN MIND: **THE MEN AND
WOMEN IN THE FIELD.**

MATT COMPHER

Senior Vice President of Health, Safety & Environmental

happen today. Matt Compher has spent more than three years steering others toward a safety mind-reset that Quanta and several other major construction and energy sector employers are currently going through.

Stuff That Kills You

To make converts of Quanta's Capacity Model™, Compher starts with a blunt statement. “When you walk on a job site and ask, ‘What shit kills you?’ it changes the conversation, and our employees understand it and want more,” Compher says. “There's a shock value that resonates,” says Kristin Oostra, Chief Education Officer at Quanta Services' Northwest Lineman College. “We follow up with questions, including ‘What's STKY on this job site? What are you doing to protect yourself and your crew? Is that enough, or do you need more?’”

New View Safety

The Capacity Model™ is based on Human and Organizational Performance, more generally referred to as New View, Safety 2.0, or Safety Differently. The primary goal is to limit harm from severe injuries rather than giving all injuries equal importance. Quanta was the first construction company of its size to openly champion New View principles, using The Capacity Model™ to plan and learn from work.

Industry Validation

Customers such as Xcel Energy, Xcel, ConEd, Idaho Power, and PG&E are so impressed with Quanta's approach that they implement elements of The Capacity Model™ and STKY focus. Gary Lakey, Vice President of Safety and Labor at Xcel Energy, recalls a meeting with Compher in 2019. “We had the same goals, the same dream of ending fatalities,” Lakey says. Compher is “good at selling [his Capacity Model™] program ideas] because he's passionate about the result of selling it. He's selling safety. He's selling saving lives. Who doesn't want to join that team?” Troy Ogden, Brasfield & Gorrie's Safety and Learning Vice President, has spent years applying New View ideas to his company's safety program. He says Compher has “given it energy” at Quanta, and its safety team is “sharing openly” what they are doing. “If you are not paying attention to what Quanta has done to bring New View to life, you are doing your company a disservice,” says Ogden.

Paraphrased article excerpt and photos courtesy of *Engineering News-Record*



THE CAPACITY MODEL™: A SAFER WAY TO PLAN, EXECUTE & LEARN FROM WORK

The Capacity Model™ aims to eliminate life-threatening, life-altering, and life-ending events by focusing on human performance and building the capacity to fail safely.

The rate of reduction in occupational injuries has slowed in recent years despite numerous injury and illness prevention programs. We at Quanta recognized the need for a new system to continue to drive positive change. The Capacity Model™ was developed with our workers and industry-leading experts as a bold and different way to approach workplace safety. The Capacity Model™ demands that we honestly assess reality so that successes don't happen by chance and that failures don't kill us. We have one simple and consuming goal: zero life-threatening, life-altering, or life-ending events.



Learn more about The Capacity Model™ at
quantaservices.com/safety/capacity-model/.

Collaborating With Our Customers Through Capacity by Design

Quanta operating companies are setting new standards in safety by collaborating with customers during early project planning to identify hazards and risks, integrate safety controls into critical work tasks, and build capacity for failure through an innovative approach called Capacity by Design. This year, we embarked on a transformative journey with one of our customers, tackling a large-scale project that set new benchmarks in occupational safety and health management.

The collaborative journey began with a meticulous process of STKY control verification to ensure robust controls were in place for all identified hazards. This comprehensive approach highlighted 15 critical tasks that were intrinsic to the project's success, laying the groundwork for a safety-first ethos. Harnessing preventive and mitigative controls, this collaborative effort brought together field personnel, operational leadership, and our dedicated safety team, fostering a holistic view of safety management.

The next stage was formulating an operational learning strategy focusing on collecting data. This initiative took us directly to our craft workers, sparking meaningful conversations about critical work tasks, such as using restricted access zones during material loading and unloading. This hands-on approach provided insights into control effectiveness and bridged gaps between planning and practice.

All crews were immersed in The Capacity Model™ courses, with leadership given tailored training and the Leadership Playbook, ensuring a comprehensive safety mindset across all levels. The Capacity Model™ information was shared regularly with the crews, ensuring that the principles of safety and efficiency were ingrained in our daily operations. A notable outcome is that zero STKY actuals occurred during the project, underscoring the benefit of collaboration in reducing STKY events in the workplace.

Utilizing Technology to Improve Driver Safety

Quanta has one of the largest fleets in North America, and driving is one of the biggest hazards we face. Our drivers help us build incredible things, and we are committed to providing them the resources they need to protect themselves, their teams, and the communities we serve. Quanta is currently deploying Lytx DriveCam® event recorders across its fleet of over 20,000 on-road vehicles. Lytx is a driver behavior tool that, through in-cabin alerts and coaching workflows driven by machine vision



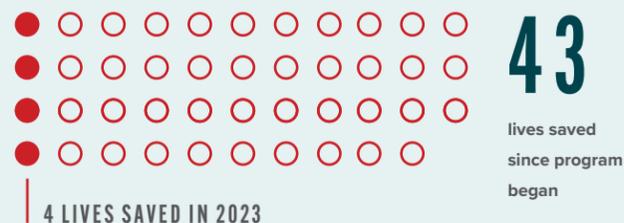
and AI, will help us teach our craft labor workers to be better drivers, training them as we would to work safely on power lines or gas lines. The Lytx Driver Safety Program recognizes driving behaviors, provides coaching to improve driving habits, and protects our drivers from fraudulent claims. We continue to invest in the tools and technologies that help our teams get the job done safely and bring them home safely each night.

The installation of DriveCam devices forms part of the Quanta Services Driver Safety Framework. A collection of elements, tools, and a repository of resources for all Quanta operating companies, this framework sets forth practices for the safe management and operation of motor vehicles owned or operated by Quanta Services and its operating companies.

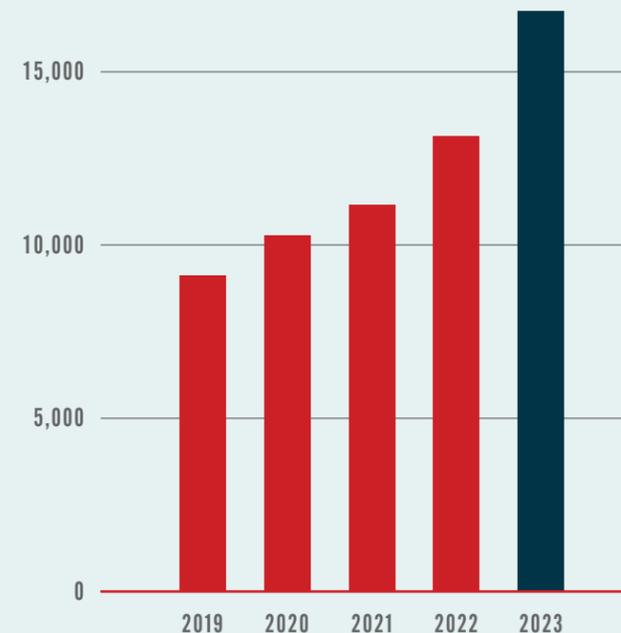


2023 HIGHLIGHTS & PROGRESS

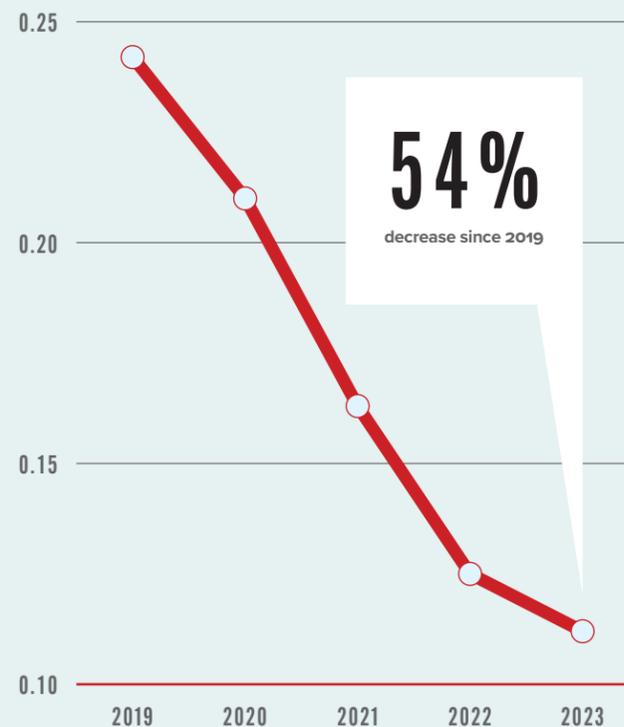
TOTAL LIVES SAVED DUE TO DEPLOYED AUTOMATED EXTERNAL DEFIBRILLATORS



TOTAL NUMBER OF AUTOMATED EXTERNAL DEFIBRILLATORS DEPLOYED TO JOB SITES



"STUFF THAT KILLS YOU" (STKY) ACTUAL RATE



I'm a leader on the site, and I know I have to lead by example and go out there every day and put safety first

SO THE PEOPLE AROUND ME IN THE FIELD DO THE SAME THING.

KEVIN FELDSCHER
Project Engineer



INNOVATING TO ENHANCE SAFETY & REDUCE STKY EVENTS

By tapping into Quanta’s long-standing innovation culture, everyday Quanta employees use their skills and passion to develop solutions to help keep crew members and communities safe. With a clear vision of Quanta’s long-term purpose and the business case for sustainability and safety, Quanta employees are helping to embed safety and reduce STKY events in the company.

1



Keeping Crews & Communities Safe in Changing Weather Conditions

As extreme weather becomes more frequent, a Canadian Quanta operating company has deployed a standardized and readily accessible fire kit in every vehicle, enabling a rapid emergency response solution in the event of a localized spot fire. The fire kit, which keeps tools organized and protected, comprises a water backpack/water pump, spade shovel, and Pulaski axe and is readily available for a timely response. It ensures small fire situations are contained before they grow out of control.

2



Implementing a STKY Solution to Prevent Life-Altering Injuries

A Quanta operating company developed the Kelly Pin Slide Hammer to eliminate the potential of severe hand injuries when disconnecting tooling from drilling operations. Crush hazards are a major risk while working with Kelly bars and pins. The slide hammer is designed to keep workers at a safe distance from the danger zone, where body parts can be crushed by parts of the drill rig above them or the auger below them. Initially designed as a rough sketch, the concept was modeled with clay, with the dimensions input into CAD software, and the resulting part was fabricated using a 3D printer. This slide hammer is currently in use, and to date, crews using it have had zero incidents or injuries of the type the tool is designed to protect against.

3



Making Lifting of Poles Safer in Laydown Yards

A pole-lifting kit that combines pole-lifting tongs with a choker cable was designed and built to allow teams to safely find the center of balance, create a gap, and secure the safety cable around poles in laydown yards. The pole tongs make attaching, finding the center of balance, and lifting less cumbersome. Once lifted, the safety cable can be fastened to the pole to decrease the chance of injury or loss of life if the pole slips from the tongs. This solution reduces the potential of a pole rolling off the pile and injuring personnel. This pole-lifting device is now the new standard when lifting poles from a pile at materials laydown yards.

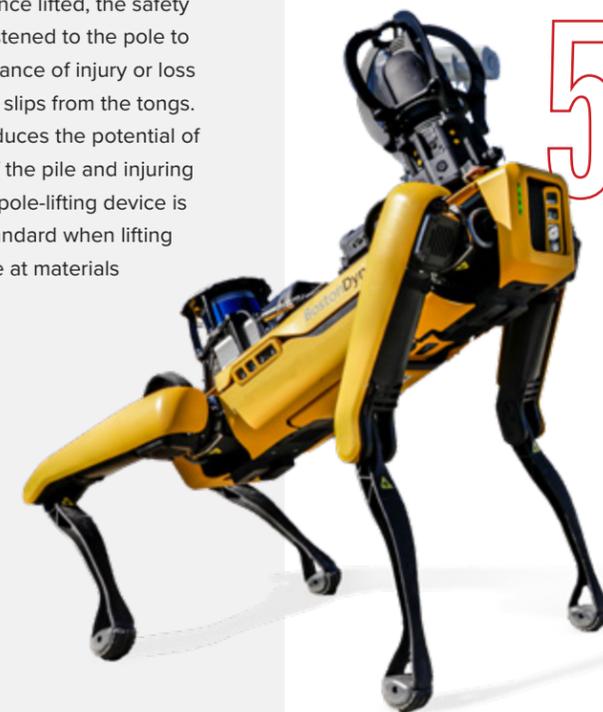
4



Tool Modification to Prevent STKY Events

A Quanta operating company recently modified a pneumatic E-RAD torque wrench with the goal of eliminating injuries while using the tool. This tool is used through thousands of cycles each day and weighs nearly 70 pounds. The bolt-torquing process is rigorous and puts high stress on field technicians. An easier-to-use tool was designed not to compromise the ability to grip securely and comfortably while keeping hands away from the reaction arm. Prototypes of the modified tool are currently deployed with crews, and the results are positive.

5



Investigating the Potential of Mobile Robots to Enhance Safety

Quanta has partnered with Boston Dynamics to explore the utilization of robots in field operations, aiming to enhance worker safety. These field robots are designed to conduct inspections of critical electrical infrastructure safely and autonomously gather data to identify irregularities. With their user-friendly interfaces, ability to traverse diverse terrains, and capacity to carry various payloads, these robots are positioned to potentially increase the safety of Quanta’s operating companies. Deploying mobile robots in demanding work environments aims to mitigate risks and pioneer safer operational practices industry-wide.



Strengthening Partnerships for a Safer Industry

Health and safety industry partnerships are vital due to what's at stake. These partnerships allow us to help design a better, safer future for our employees and the entire industry. Through inclusive partnerships built upon common principles, values, and a shared vision, our industry members' and employees' professional certifications are a great example of the leadership Quanta takes to help shape the future of safety in the construction industry.

Quanta is a member of the Construction Safety Research Alliance (CSRA), which is a group of experienced scientists and industry leaders who are dedicated to advancing the science of safety in construction. The CSRA is the only industry-funded research group that focuses solely on transformative construction safety research. The CSRA brings together industry experts and academic teams to conduct field-based research in real-world settings, analyze data, and share results. All safety research conducted by the CSRA undergoes a rigorous scientific peer review process. Additionally, the CSRA provides opportunities for networking and knowledge-sharing via a community of practice.

Quanta is also one of the founding members of the Electrical Transmission & Distribution (ET&D) OSHA Partnership, which is a formal collaboration of industry leaders that sets best practices for lineworker safety. The ET&D now covers most of the electric line construction industry workers and is one of only a few national partnerships between employers and OSHA.

INDUSTRY SAFETY PARTNERSHIPS

IN FOCUS

QUANTA CREWS SAVING LIVES

Every year, Quanta crews go far beyond their job descriptions and apply their training and integrity to ensure the safety and security of their community. Here, we showcase two life-saving incidents in 2023, which resulted in the crews being awarded the Quanta Commitment Coin.

A Quanta operating company transmission crew had finished their work for the day and were off duty together at the RV park where they were staying. While at the RV park's pool area, the crew noticed a two-year-old child floating face down in the hot tub. One of the journeyman lineworkers (JL) asked his wife to call 911 while he ran to help the child. The JL immediately performed CPR on the child, who regained consciousness after a few minutes. The crew then monitored the child until EMS arrived. At the RV park the next day, the crew saw the child, who appeared to have fully recovered. If the crew hadn't been there and acted immediately, the likelihood of a fatal event would have been very high.

A Quanta operating company line crew had just completed an overhead line project when a JL saw smoke coming from a nearby house. The JL went to investigate, finding the building engulfed in flames. A bystander told the JL that there were people trapped inside. Without a second thought, he crawled into the burning home, calling out into the thick black smoke. A small voice called back. Feeling his way forward, Gary found the child beside her mother, who could not move. The JL lifted the mother and child, and the three made their way out of the growing inferno. Once safe, the young lady and her mother were transported to the hospital.



We're out here with our coworkers, our friends, our peers, brothers, sisters, day in and day out, so we become a family, and we can

GET HOME SAFE TO THOSE PEOPLE THAT WE'RE WORKING FOR.

CEDRIC MACKLIN

Field Construction Coordinator



ELEVATING SAFETY & PRODUCTIVITY

TRAINING & EDUCATION

C

raft-skilled labor is the heartbeat of Quanta. With tens of thousands of people trained annually, Quanta's investment in world-class training empowers our employees with the necessary skills to work at the highest quality, efficiency, and safety standards. Our graduates are empowered to have safe and rewarding careers, playing a critical role in operating, maintaining, and constructing a secure and reliable energy delivery system.



Meeting America’s Demand for Energy & Connectivity

As grid planners continue to revise upward load growth forecasts, there is a growing need for skilled workers in the electric power and telecommunication industries. Electrical power and communications systems are vital components of the nation’s critical infrastructure and are an essential foundation for the American way of life.

In the coming years, significant infrastructure initiatives will reshape the electrical grid and enhance the U.S. power system’s efficiency and resilience. These endeavors require specialized skills, from installing transmission lines to upgrading distribution networks. Quanta is expanding its world-class training to prepare the next generation of industry leaders. Each year, thousands of professionals complete training at Quanta’s campuses and training facilities, equipped with the knowledge and skills necessary to thrive in the energy delivery industry and make a tangible difference in the lives of others.



Our commitment to world-class safety and employee training is underpinned by a simple philosophy: Our people are at the heart of all we do, and as such, they deserve the best.

Quanta has a long history of investing in the safety, health, and training of its employees. Our world-class training centers, like the Quanta Advanced Training Center, Northwest Lineman College, and Stronghold University, are

TESTAMENTS TO OUR COMMITMENT, HELPING TO SUPPORT AND **ADVANCE OUR CUSTOMERS’ LONG-TERM GOALS.**

JOSH LUCK

Vice President, Training Operations



Quanta Elite: Introducing the Best of Who We Are

Quanta leaders are the backbone of our craft workforce. They are the folks who lead their teams through the most demanding situations without compromising on safety, making sure everyone goes home to their families every night. The Quanta Elite program is more than just recognition—it’s an investment by Quanta in these individuals’ leadership and professional skills.

Our commitment is to retain these exceptional crew leaders and foremen and learn from them. They are not just getting advanced training; they’re helping us build a culture that truly sets us apart, making us the very best of what we do.

Launched in November 2023, the Quanta Elite program recognizes, honors, and develops Quanta’s best foremen. These individuals mentor crew leaders and foremen, receive regular advanced leadership and professional training, and share ideas and best practices to foster professional and personal growth.



Promote a Safe Work Environment

Elite foremen always prioritize safety above all else. They are their brothers’ keepers and go to any length to protect their teams, families, and communities, getting the job done right.

Remains Accountable to Self & Crew

Outstanding character is a common trait among Elite foremen. They do things the right way, which often is the hard way.

Demonstrate Strong Mentorship

The mark of an Elite foreman is not the projects they build but the teammates they build up. Elite foremen demonstrate an unwavering commitment to excellence and show those around them the way.

QUANTA ELITE PILLARS

Contributes Deep & Broad Expertise

Elite foremen are institutions of knowledge. They contribute deep and broad expertise to navigate challenges and inspire innovative solutions, setting the standard for excellence.

Manages Teams & Projects Efficiently

An Elite foreman’s ability to manage their teams and projects efficiently is the driving force behind turning vision into reality. Their careful allocation of resources enables us to accomplish even greater things.

TRAINING THE ENERGY WORKFORCE OF THE FUTURE

Quanta is redefining how our people are trained and how they learn and grow. Our impact is far-reaching and extends to the entire power delivery industry.

By attracting students and companies nationwide, Quanta creates and delivers world-class education and training to meet customer demand for powering the energy transition.

Curriculum Development

Quanta partners with industry experts and the experts in our own operating companies to develop practical, consumable curricula for our more than 50,000 employees.

Mobile Training

TransBanker, EPZ Grounder, and GasTech Mobile Training provides a mobile environment for on-site training.

Pipeline Training

Includes pipe handling, directional drilling, accredited NACE training and advanced pipeline nondestructive (NDE) testing training

Underground Power Construction Training

Includes advanced splicing techniques and Prysmian, TE Connectivity, Richards, and 3M certifications



TRAINING PROGRAMS

Petrochemical, Refinery & Tank Training

Includes ASME controlled bolting, mechanical, reactor, inspection, and catalyst craft training

Electric Power Training

Includes barehand, LineMaster™ Robotic Arm and advanced hot stick training and substation repair methods

Aviation Training

Basic and tiered aviation training including IS-BAO Stage III certification

AC/DC Voltage Testing Facility

Includes class A, B, and C bucket truck testing and certification, ground, dielectric, rubber glove, and hot stick testing



ONBOARD, DEVELOP & RECRUIT

Apprenticeship Programs

Quanta provides comprehensive apprenticeship training for its operating companies and supports multiple crafts, such as lineworkers, substation technicians, and the renewables industry. These programs are registered under a National Guideline Standard with the Federal Office of Apprenticeship and exceed the U.S. Department of Labor's Office of Apprenticeship standards.

Onboarding Training

Training courses for Quanta operating companies to introduce employees to company policies, values, project operations, and safety requirements

Recruitment

Quanta recruits trained pre-apprentice students from NLC's Electrical Lineworker Program to join the ranks of field crews across the country.

SafetyEx® Safety Professional Training

Designed to enhance the knowledge, skills, and behavior of safety professionals so they can identify potential hazards on the job site and initiate special precautions where necessary

Leadership Development Programs

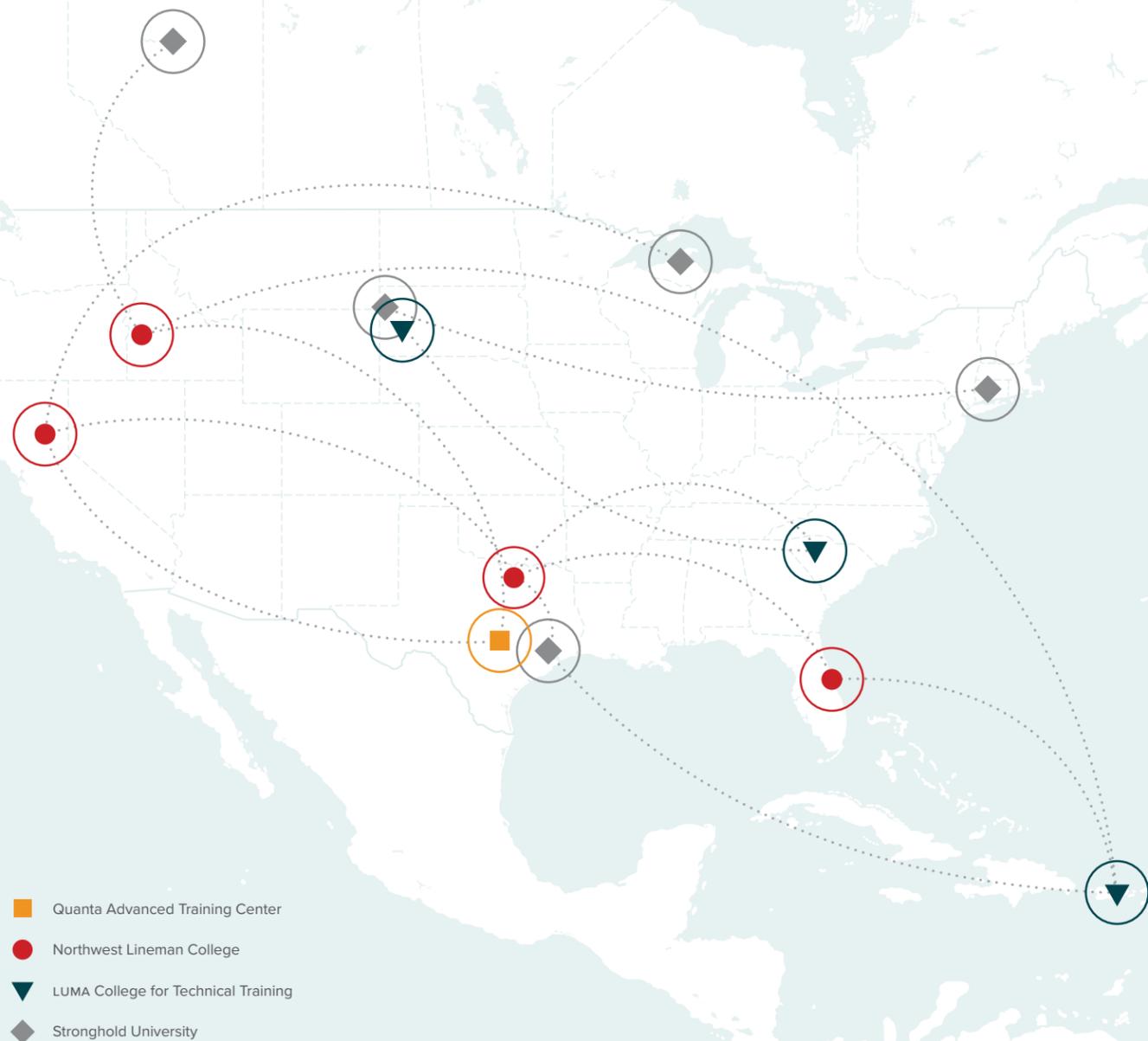
- Provides crew leaders with important tools centered around three leadership principles: Lead Your People, Plan Your Work, and Run Your Business
- **Elite Foreman Program:** Through regular advanced leadership programs, the Quanta Elite program recognizes, honors, and develops Quanta's best foremen to foster professional and personal growth.

Educational Quality

- **Professional Technical Educator Program (PTT):** Focuses on the educational fundamentals sequenced in the Four-Step Delivery Method
- **Train-the-Trainer Course Certifications:** Confirm instructor readiness and preparation to deliver training
- **Educational Quality Assessments and Coaching:** Evaluations of Technical Trainers include four quarterly evaluations by the Regional Training Lead and four quarterly evaluations by the NLC Educational Quality Department.

THE QUANTA CRAFT TRAINING NETWORK

Built with scalability in mind, Quanta Services' training grows with the organization. The Quanta Craft Training Network connects tens of thousands of Quanta craft laborers and hundreds of Quanta operating companies with world-class training facilities and mobile training teams.



Quanta Advanced Training Center: An Industry-Leading Facility for Experts

The Quanta Advanced Training Center at the Lazy Q Ranch is a 2,200-acre campus in La Grange, Texas, that provides Quanta's employees with realistic, hands-on training in a controlled environment. Home of the Lazy Q Line School (LQLS), a nationally accredited Employment & Training Administration (ETA) program with direct entry into the NWLine, ALBAT, and NEAT apprenticeship programs. LQLS also hosts the Veteran Electrical Entry Program (VEEP), which provides entry-level training and, upon completion, first-year apprenticeship credit and an opportunity to work for a Quanta company.

The Quanta Advanced Training Center provides the resources and the space necessary to construct full-scale, real-world facilities where our subject matter experts and trainers can innovate with new tools, techniques, and procedures. To date, 60 patents have been registered from the Quanta Advanced Training Center, enabling our experts to return to the field with innovative methods to allow crews to work safer and more efficiently. The world-class, cutting-edge facilities at the Quanta Advanced Training Center are constantly evolving to meet the needs of our operating companies and our industry. Our Quanta subject matter experts and trainers join our operating companies in the field, continually working to improve our processes and enhance industry standards of quality and safety. At the Quanta Advanced Training Center, we turn never-been-done into how-it's-done.



Quanta Services unites the capabilities of over 200 operating companies across North America and Australia. Each operating company faces challenges unique to its customers and location. When an operating company needs to build on its expertise or implement specialized solutions, the Quanta Advanced Training Center is up to the task. The course catalog at the Quanta Advanced Training Center includes some of the most advanced techniques in the industry. These courses are offered to our operating companies on demand. When training needs fall outside of the available courses, our experts develop and deliver new courses. The Quanta Advanced Training Center ensures we continue to lead the way in our constantly evolving industry.



WHAT MAKES THE QUANTA ADVANCED TRAINING CENTER UNIQUE IS WE CAN DO THE CLASSROOM TRAINING AND THEN **GO OUTSIDE AND ACTUALLY PERFORM THE WORK.**

JOHN COLSON

Founder, Quanta Services



Northwest Lineman College: World-Class Training Across North America

Northwest Lineman College (NLC), founded in 1993 and acquired by Quanta in 2018, is an industry-leading educational institute for the power delivery industry. Connected to employers across the U.S., NLC offers complete solutions from pre-apprentice to advanced training and has remained committed to doing what's best for the student for over 30 years. NLC offers career programs (entry-level) for electrical and telecommunications linework and also provides apprentice and journey-level training for the electric utility industry. Hundreds of power and construction companies throughout the United States and even internationally use the programs developed by NLC.

Students come from all over the country to attend programs at one of NLC's four campuses. To ensure students are exposed

to prevailing methods, tools, and the most current safety regulations, NLC has a rigorous recruiting, hiring, and training process for its professional educators. This process starts with recruiting training specialists who are passionate about educating the next generation of workers and extends to support and leadership staff who design the curriculum and facilities, maintain relationships with the industry, and ensure that NLC's focus remains on the student.

To ensure students are learning, NLC has a curriculum development team that includes technical authors, education professionals, subject-matter experts, graphic designers, and videographers. Materials are well-illustrated, explaining complex concepts in an easy-to-understand format. Hundreds of power and construction companies use NLC's curriculum for training purposes. NLC was also specially selected by the U.S. Department of Energy to write a curriculum related to the smart grid. Because the industries we serve continually evolve, NLC modernizes its materials regularly.



The one thing I wish they could know about NLC that you can't find online is the atmosphere.

THE CAMARADERIE, THE SMILES, THE SPIRIT—
IT'S UNLIKE ANYWHERE I'VE EVER WORKED BEFORE.

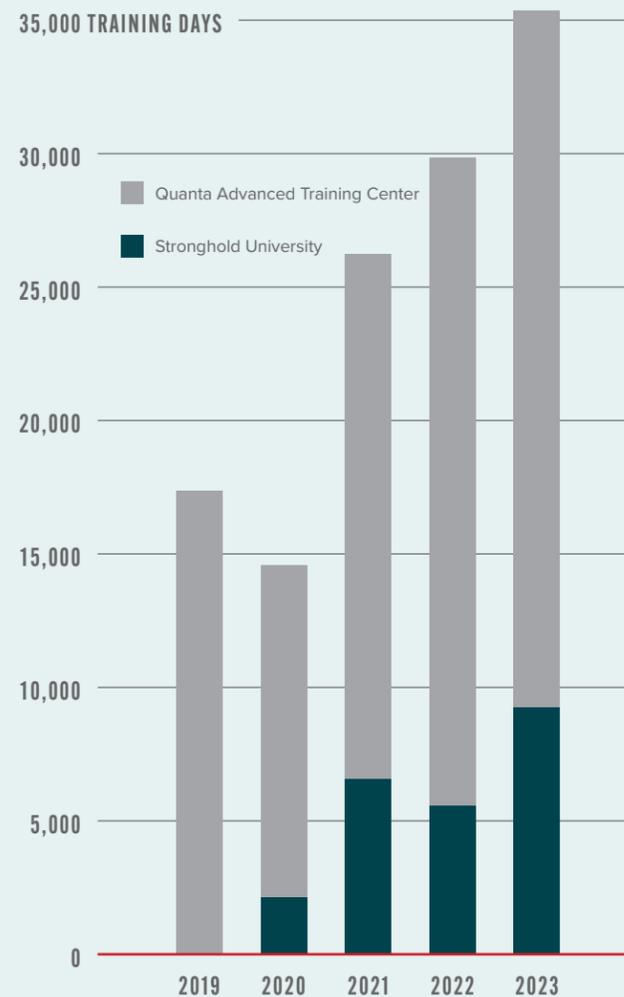
JED MARTIN

Training Specialist, NLC

2023 HIGHLIGHTS & PROGRESS

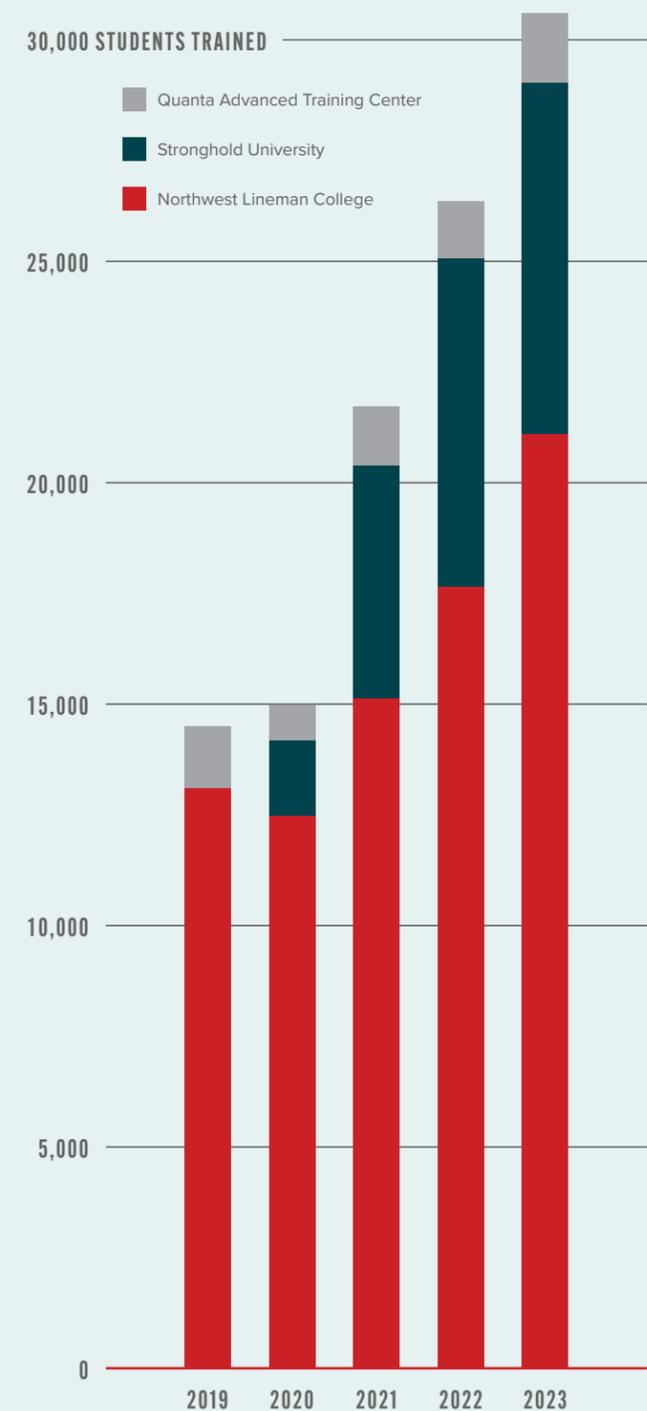
INVESTING IN EDUCATION

- In 2023, The Quanta Advanced Training Center performed a total of 26,137 training days, an 8% increase over 2022 and a 50% increase since 2019.
- Since 2020, Stronghold University has increased its total number training days by more than 400%.



INCREASING INDUSTRY IMPACT

- In 2023, NLC trained a total of 21,100 students across its mobile, apprenticeship, and career programs at its campus and mobile training sites, representing a 20% increase over 2022 and a 61% increase since 2019.
- Since 2020, Stronghold University has more than quadrupled the total number of students trained.





The education we provide to our students and future lineworkers is based on industry-leading best practices. LUMA College for Technical Training programs empower

A DIVERSE AND HIGHLY TRAINED WORKFORCE
TO REBUILD PUERTO RICO'S ELECTRICAL SYSTEM.

JUAN VARGAS

President, LUMA College



LUMA College for Technical Training: Providing Educational Experiences to Support Rebuilding Puerto Rico's Electric Power Infrastructure

In 2023, LUMA College opened its new campus in Canóvanas, representing a historic investment in training and education for Puerto Rico's next generation of local utility workers. Inspired by the educational model of NLC with over 30 years of industry experience, the new LUMA campus is set on 24 acres with 18,000 square feet of facilities, including the only transmission and distribution laboratory in the Caribbean and the fifth of its kind in the United States that provides hands-on training for lineworkers. The facility includes a 10-acre skills and competency training yard, a learning center, and classrooms offering courses in skilled labor, technical safety, and lineworker crew leadership. As the first U.S. Department of Labor-certified lineworker apprenticeship program in Puerto Rico in partnership with the International Brotherhood of Electrical Workers (IBEW), the college is developing the talent critically needed to transform Puerto Rico's electric grid.

Stronghold University: Bridging the Gap Between Theory & Skills Development With a Real Plant Environment

Stronghold University is an advanced craft training center that provides employees with a balanced learning approach, combining theoretical, technical, and hands-on modules. Stronghold University's courses and priorities are influenced by the business needs of Stronghold operating companies, utilizing instructors from operations with extensive field experience. In addition, Stronghold's Field Leadership series and Master Craftsmen programs are designed to offer development pathways, helping identify and mold the next generation of Stronghold's workforce. Stronghold University is now recognized as a comprehensive services hub and one-stop solution, integrating Dispatch, Medical, Houston Area Safety Council, and in-house training facilities.

In 2023, Stronghold University expanded its service offerings to offer enhanced innovative training programs and unparalleled educational experiences:

- Launched the Pipefitter Pro-Craftsmen Program, which sets a new industry standard for pipefitter skills and expertise through comprehensive training and skills assessments
- Introduced the First Line Break Fundamentals Course, prioritizing critical safety and operational skills for industry-leading performance
- The newly released Stronghold Leadership School Course is designed for Inspection Site Leads to enhance leadership skills in critical inspection roles.
- Implemented a Decentralized Course Development Framework, empowering Lead Instructors with autonomy to design and execute dynamic and comprehensive training programs supported by extensive resources and tools
- Installed a new Exterior Reactor for Catalyst Training, continuously enhancing practical learning experiences for trainees



The breadth of crafts covered and the amount of equipment and subject matter experts at Stronghold University is both humbling and inspiring.

STRONGHOLD IS NOT ONLY TALKING THE TALK ABOUT TRAINING AND EXCELLENCE, **BUT DEFINITELY WALKING THE WALK.**

TONY MEDINA

Stronghold Inspection Site Lead



DRIVING ORGANIZATIONAL IMPACT

DIVERSITY & INCLUSION



W

ith a decentralized operating model that combines over 200 operating companies to tackle complex infrastructure challenges, we know that people from different backgrounds bring unique strengths and talents to the table, and we are stronger when we leverage these differences to drive creativity, innovation, and growth. An inclusive culture that welcomes all perspectives is also critical to attracting and retaining talent, which is crucial for us to deliver sustainable business growth. Quanta is committed to providing a welcoming, inclusive work environment where employees' diverse experiences and perspectives can collectively contribute to our success.

Early on, Quanta understood the vital connection between sustainability and maintaining a diverse and inclusive work environment. To attract and retain the best employees, we must demonstrate an intentional commitment to developing a business model that promotes sustainable and inclusive workforce practices.

We address societal challenges with a clear focus on their importance to our customers, stakeholders, and, most importantly, our employees. We have a distinct advantage in that we have a long track record of successfully partnering with our customers and within our communities to identify best practices in critical areas such as workforce development.

We proudly take on the role of expanding awareness of our industry and attracting the workforce of the future.

WE ARE KEENLY FOCUSED ON MAKING QUANTA THE EMPLOYER OF CHOICE FOR THOSE WHO WANT TO WORK IN OUR INDUSTRY.

MOANICA CASTON

Vice President, Diversity & Inclusion



Tracking Representation: Our Diversity

At Quanta, we believe that a diverse workforce and inclusive culture are critical to our evolution and growth. Transparency and open sharing of our data enables us to be accountable for the progress we are making. Understanding our workforce’s demographics is essential in promoting representative leadership, creating diverse talent pipelines, and fostering a culture of inclusivity and growth for all Quanta employees. In addition to disclosing our U.S. workforce representation data here, we have publicly disclosed our EEO-1 Report for 2023 to serve greater transparency.¹

U.S. WORKFORCE REPRESENTATION DATA²

	2019	2020	2021	2022	2023
Female employees as share of total workforce	8%	9%	10%	10%	10%
Female employees in management and professional roles	13%	14%	14%	14%	14%
Overall employee ethnic diversity	34%	27%	32%	38%	37%
Ethnic diversity in management and professional roles	23%	22%	24%	29%	31%

¹ eoc.gov/data/eo-1-data-collection

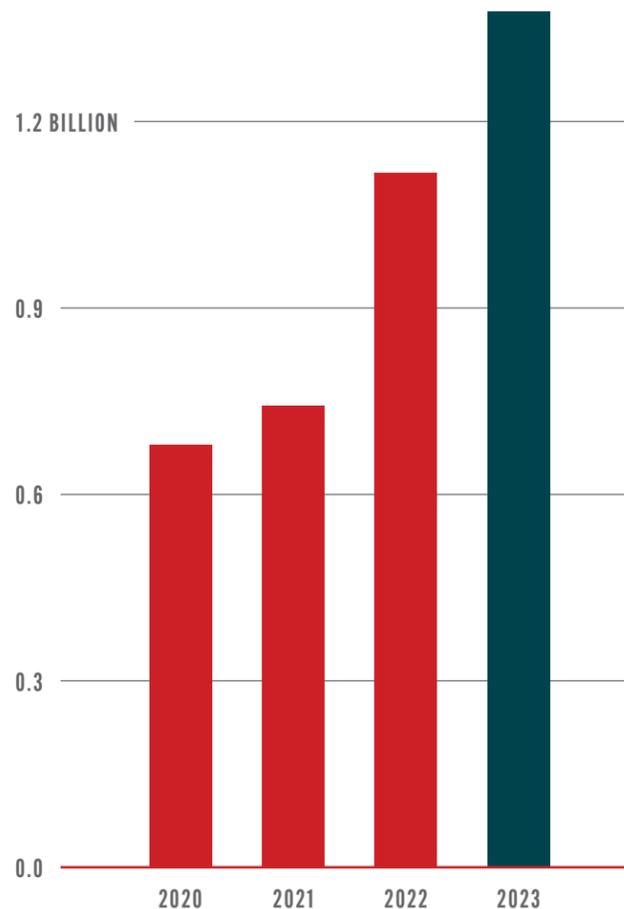
² Representation data as of November 30 each calendar year. "Management and Professional Roles" refers to (1) Executives, Senior Officials and Managers; (2) First and Mid-Level Officials and Managers; and (3) Professionals as per EEO-1 report filing. "Ethnic Diversity" refers to (1) Black or African American, (2) Native Hawaiian or Pacific Islander, (3) Asian, (4) American Indian or Alaska Native, (5) Hispanic or Latino, and (6) Two or More Races as per EEO-1 report filing. In the U.S., through the federal EEO-1 survey, we also report our U.S. diversity and workforce data using prescribed definitions of race and ethnicity using a reporting format and categories used by the U.S. Equal Employment Opportunity Commission, which may not necessarily be representative of Quanta’s organizational structure or fully represent the broad range of racial and ethnic identities our employees hold.

Supplier Diversity: Creating Sustainable Value Through Responsible Sourcing

Our ongoing success is closely linked with the health and well-being of the diverse communities we serve. Engaging diverse suppliers helps us meet our operational and financial goals and contribute to the economic vitality of the communities we serve, positively impacting local, regional, and national economic development. With a large network of diverse suppliers where we live and work, we can further expand the financial impact of our supply chain, enabling us to continue to be a valuable provider to our customers and a trusted partner in our communities.

By creating opportunities for diverse businesses within our supply chain and those of our prime suppliers, we have spent over \$1 billion with diverse suppliers for the second consecutive year. Our program will continue to grow and evolve in alignment with the needs of our suppliers, customers, and communities.

DIVERSE PROCUREMENT \$1.38 B



SUPPLIER DIVERSITY: PARTNERS & RESOURCES

We advance our commitment to diversity and inclusion by partnering with organizations that share our values and expanding our potential to support small, diverse-owned, and veteran-owned businesses. We know that focusing on diversity isn’t just the right thing to do; it’s also good for everyone’s business. Our partners include:



Nurturing Locally Owned Small Businesses

We recognize that supporting local businesses is a way to contribute to economic diversity, preserve community culture, foster inclusivity, and build strong community relationships. At our Houston corporate office, we partnered with Fooda, a workplace food program that connects local food trucks and small restaurants with businesses. By providing Quanta with access to high-quality, fresh meals, Fooda has helped enable Quanta to support locally owned small businesses, injecting nearly \$1 million into the local economy.

QUANTA & FOODA: SUMMARY OF 2023 IMPACT

508

Fooda events hosted by Quanta

63 K+

meals served

55

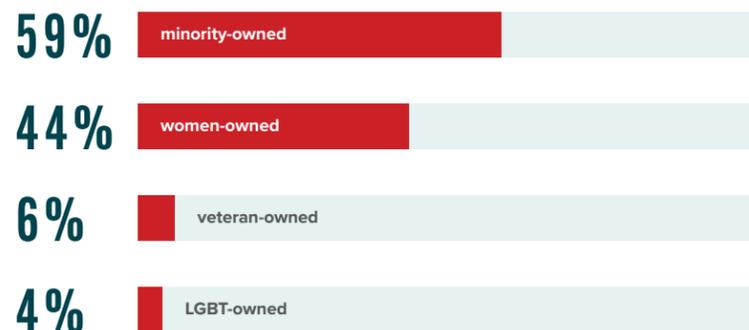
restaurants & caterers

\$1 M

approximate contribution to the local economy

84%

of visiting restaurants are locally owned



Quanta has been amazing for my business; serving this amazing company **has shown me and my employees the meaning of support.** Every time *I Ain't Lying BBQ—It's That Good* is scheduled there, the company shows up and shows out, but we have sold out every time.

I AIN'T LYING BBQ—IT'S THAT GOOD

At Quanta, we feel appreciated! They notice the little things we do to stand apart from the competition and thank us for it. As a chef, nothing is more important than people appreciating your food. At Quanta, it happens every time.

TABLE DELICE CONCEPTS

We love Quanta! The employees, the facility, and **the friendliness shown to our staff are second to none.** Thank you for allowing us to serve you.

KING CREOLE & THE ITALIAN BOWLS

IN FOCUS



CONNECTING LOCAL ARTISTS TO THEIR COMMUNITIES

Quanta recently partnered with local artist David Maldonado to create a Quanta-themed mural at our Houston corporate headquarters.

The 166-foot-long, 12-foot-high mural showcases Maldonado's distinctive artistic style, which features vibrant colors and aims to unify diverse communities through expressive art. His unique style, which is inspired by street culture, folk art, and the Mexican muralist movement, has gained widespread recognition, making him a popular choice for Houston companies and brands seeking creative collaborations with local talent. The artwork underscores the power of the arts to create conversations and give people a sense of pride in Quanta's culture and our role in powering modern life.



Raising Diversity Awareness

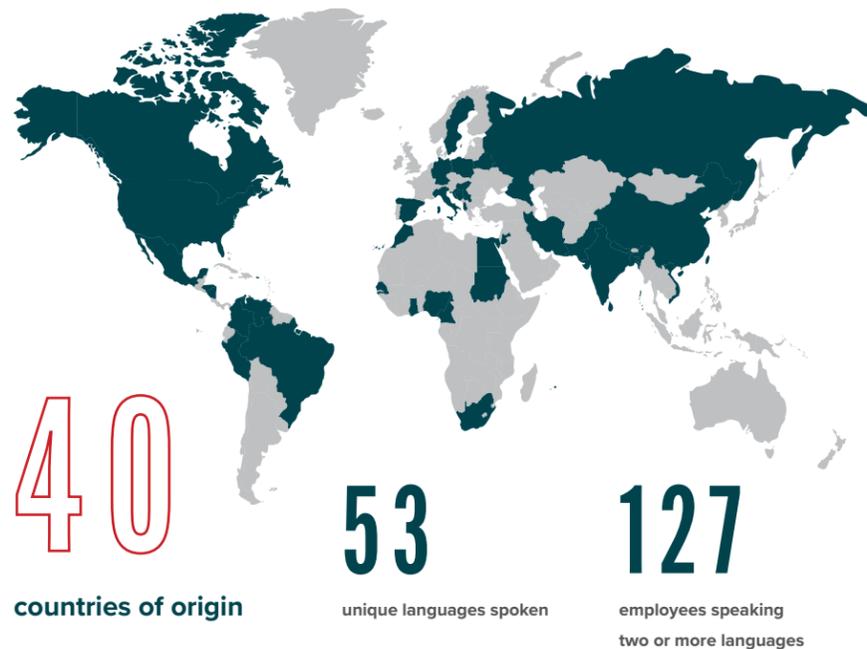
We aim to share the importance of focusing on diversity and inclusion year-round by integrating it into our workplace culture. According to the *Harvard Business Review*,³ creating a learning-oriented work culture is the key to maximizing the impacts of diversity-building initiatives. Learning-oriented work cultures value new perspectives and experiences that contribute to positive business outcomes. Throughout the year at our corporate head office in Houston, we regularly publish diversity-related information on the television screens outside lifts and in common areas. These awareness campaigns help to provide the opportunity to celebrate the multitude of heritage, backgrounds, and life experiences of our people.

³ hbr.org/2021/06/research-what-inclusive-companies-have-in-common

Celebrating Employee Diversity

At Quanta, we take pride in fostering an inclusive work environment that celebrates diversity in all its forms. Quanta employees have diverse experiences and perspectives that collectively contribute to our success.

EMPLOYEE REPRESENTATION AT ONE QUANTA OPERATING COMPANY



I started my journey with Quanta in January 2009 as an intern, and it feels like family. I come to work with

EXCITEMENT AND ENTHUSIASM, WHICH EXPLAINS THE
BEST WORK CULTURE AND TEAM WE HAVE HERE.

BHAVYA GUDIMETLA

Advisor, Quanta Technology



Fostering Belonging in the Workplace

Quanta operating companies have formed several employee resource groups (ERGs), which are voluntary groups led by employees that can help create a more inclusive workplace. ERGs are sponsored by senior leadership team members and amplify the voices of underrepresented groups. Their purpose is to build communities based on identity and experience by maintaining an inclusive and safe work environment, fostering connections, developing leaders, generating awareness, and celebrating different cultures, all built around a sense of belonging aimed at supporting and empowering employees.

- **Women's Resource Group:** This group is dedicated to enhancing and accelerating the development of women at all levels of the organization through professional development, sponsorship, mentoring, coaching, inclusion, connectivity, resources, and recognition.
- **HEROES Veteran Resource Group:** This group supports veterans, veteran families, and friends through recruitment, resources, career development, and recognition.
- **Empower Resource Group:** This group was created to provide a supportive network of LGBTQ+ employees and their allies who will advocate for and empower LGBTQ+ staff.
- **LatinX Resource Group:** This group provides a network for anyone of Latino and Hispanic heritage to feel comfortable being themselves. It also educates and promotes Latino and Hispanic heritage in Quanta.
- **Black Employee Network:** This group empowers African American employees through mentorship, community outreach, and professional development. We want each person to value and embrace their culture and expand awareness by promoting the African American traditions within Quanta Services.



Elevating Women in Leadership

At Quanta, we recognize the importance of creating an environment that encourages women to be leaders. Having women in leadership roles leads to more female leaders, which in turn can attract more female applicants.

Taryn Mazone, Director of Commercial Operations at Quanta Services, is the chair of The Women of the Latin Builders Association® (LBA) committee, which focuses on creating an inviting atmosphere for professional women members of LBA. This committee brings the female members of the LBA together to exchange ideas, business goals, and ambitions to help their respective businesses thrive and, most importantly, promote LBA throughout the community. Established in 1971, LBA is the largest Hispanic construction association in the United States. It strives to provide a vital forum for discussion, networking, and business development, and it represents members at the local and state government levels.



SERVING & STRENGTHENING OUR

COMMUNITIES & EMPLOYEES

04



0ur employees are part of the communities they serve, making them well-equipped to cultivate a flourishing community through philanthropy and engagement. Giving back our time and resources is core to who we are, and we embrace a culture where each of us can make a significant impact. Every year, Quanta donates millions of dollars to nonprofit partners and invests significant volunteer time in our communities.



Quanta's Social Steering Committee has a passion for people — those in our company and our communities. The Committee serves in an advisory capacity on how we attract, develop, safeguard, and allow our people to shine brightest both on the job and in their communities. We meet regularly to share knowledge and perspectives, identify opportunities, set high-level strategies, advise leadership, and drive progress against strategic initiatives for Quanta within our scope. Additionally, we serve as advocates for these programs within our respective segments, regions, and functions, helping to increase adoption and participation throughout the Quanta organization.

OUR IMPACT DOESN'T STOP

WHEN WE REMOVE OUR HARD HATS
OR SHUT DOWN OUR COMPUTERS.

Every day, across our communities, we see our people creating impact beyond building infrastructure. It's visible on Little League ball fields, in the livestock barns at county fairs, and in the quiet places supporting those who support us: active-duty personnel and veterans, first responders, educators, and health care professionals. This is what makes Quanta and why I am so proud to be part of the advisory team that focuses on Quanta's long-term strategies to develop our people and our communities.

DERRICK JENSEN

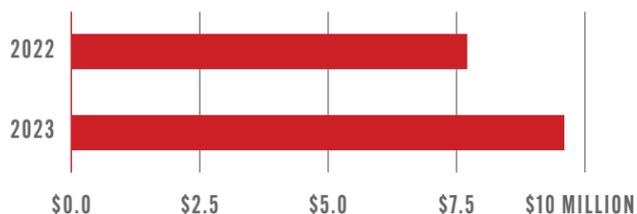
Executive Vice President,
Business Administration



Measuring Our Impact

Spread across more than 1,700 individual contributions, including donations, volunteering, and education spending, Quanta's operating companies collectively spent \$9.6 million on community impact in 2023, a 25% increase over 2022. The majority of our resources are allocated to local community activities and support for youth development programs.

TOTAL COMMUNITY IMPACT SPEND IN 2023



HOW WE ALLOCATE OUR RESOURCES

LOCAL COMMUNITY SUPPORT	
YOUTH SUPPORT	
CUSTOMER PARTNERSHIPS	OTHER
COMMUNITY HEALTH & WELLNESS	

1,700
individual
contributions made

\$9.6 M
spent on community
impact in 2023

25%
increase in spending
over 2022

Collaborating to Bring Fast & Reliable Internet to Rural America

In today's digital age, technology is a primary driver for economic opportunity, and it is vital to how we work, play, learn, and connect with one another. During COVID-19, major inequities in broadband access across the United States were exposed as we shifted to working, learning, and socializing from home. Despite access to affordable and reliable broadband being a critical infrastructure necessity, there are at least 42 million Americans—or one in five Americans—without access to broadband internet. This is exacerbated by some major telecom providers overlooking rural parts of the United States, where there are not enough people to sustain a robust network.¹

Expanding broadband to rural America is crucial for economic growth, education opportunities, access to health care through telemedicine, improving public services, and increasing civic engagement. A Quanta operating company is collaborating with a customer to bring affordable and reliable internet to thousands

¹ broadbandnow.com/research/fcc-broadband-overreporting-by-state



When we're in the neighborhoods,
we want to be good neighbors,

NOT JUST THEIR
CONSTRUCTION PARTNERS...
IT'S ONE BIG TEAM.

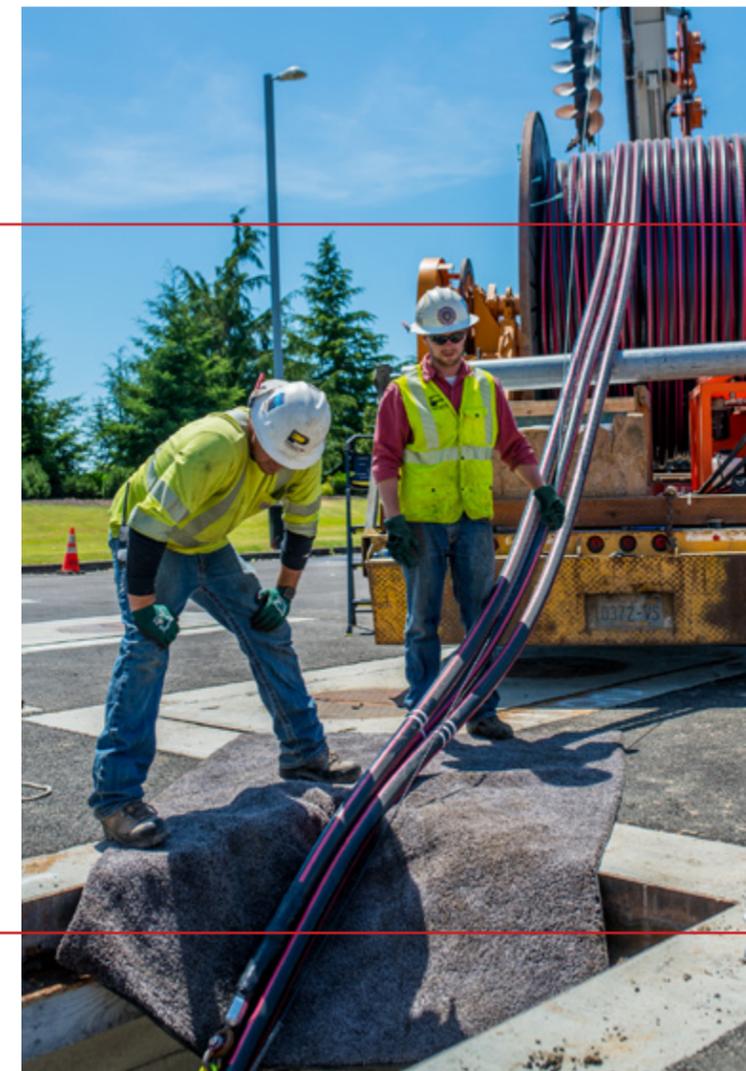
MIKE BENOIT

Director of Engineering & Construction, Bluepeak

of households across the United States, connecting rural communities to necessary online resources.

To ensure community input is incorporated into every project, the operating company's representatives work closely with local community members before the team breaks ground on the project. A key part of this community engagement involves hosting forums where residents can hear directly from project leaders to learn more about the project and get their questions answered. These meetings help community members understand the project's scope, construction impacts during project development, and the benefits that the project will provide once completed.

The partnership has produced outstanding results. It has reached an average of 5,000 households per month and has the capacity to reach nearly 12,000 in warmer summer months. With the option for remote work and access to fast, reliable internet, people can now work from anywhere, including rural communities, keeping them on the map and bringing prosperity to rural America.



GIVING BACK TO OUR COMMUNITIES

Volunteering allows our employees to connect to their community and make it a better place, and at the same time, create a sense of common purpose and help foster a positive workplace culture.

Quanta has a network of volunteers, and we encourage our employees to give back to causes that matter to them in their own communities. We harness our employees' diverse talents and expertise by allowing them to give back to the communities in which they live and work through partnerships with schools and local organizations.



A Quanta operating company came together to volunteer with Sleep in Heavenly Peace. This organization utilizes the power of volunteering to build, assemble, and deliver top-notch bunk beds to children and families in need. With over 40 team members, the Quanta operating company built 53 beds for needy children in their local community.

Quanta Technology expert Bhavya Gudimetla recently served as a distinguished speaker at Pine Springs Preparatory Academy during career day. In this role, she delivered an engaging presentation, providing valuable insights into the realm of electrical engineering. Gudimetla passionately discussed her gratifying experience working at Quanta Technology and fielded insightful questions from the students.



A Quanta operating company partnered with their customer to present an "Introduction to Project Management for Engineers" class to our Power Up Academy program participants. Attendees learned the fundamentals of project management and even planned their own miniature distribution automation reclosure projects. Power Up Academy is an initiative to build a diverse pipeline of technical talent to expand job opportunities in the energy sector.



A Quanta operating company spent their annual volunteer day at Boys & Girls Country to help tidy and beautify their grounds to help prepare for their Spring Festival. Founded in 1971, Boys & Girls Country is a licensed residential home that provides a secure, stable home environment with an emphasis on education and uses a trauma-informed care approach to address the needs of the children on campus. Activities during the volunteer day included mulching flower beds, painting the gym, and organizing indoor areas.



SUPPORTING WOMEN & CHILDREN IN NEED

A Quanta operating company in Canada helped donate funds to buy a 165 kVA diesel generator for Misto Dobra, a Ukrainian women's shelter and orphanage located in western Ukraine.

Misto Dobra, which translates to City of Goodness, is a shelter in Chernivtsi that supports 300 children and women facing challenging life circumstances, including victims of violence and war, those in need of treatment and rehabilitation, and individuals living below the poverty line. The generator, delivered at the end of October 2023, helped ensure that the women and children did not have to endure the winter without heating.

The same operating company also collaborated with one customer through its charity efforts to assist and help establish Ukrainian refugees settling in Canada, with one solar project employing around 50 Ukrainian refugees, training and teaching them new skills.

WORKING COLLABORATIVELY WITH INDIGENOUS PEOPLES & FIRST NATIONS COMMUNITIES

At Quanta, we continue to be extremely proud of our diverse and highly skilled workforce who work in some of the world's most challenging and remote locations.

As we do so, we continue to engage strongly with First Nations communities and implement strategies to build relationships, cultivate respect, and leverage shared opportunities.

We seek to develop shared understandings with our customers that enhance opportunities for First Nations people. We set expectations for our project personnel that identify targets, milestones, and ways of working aligned with these commitments. We also endeavor to positively engage and develop effective relationships with First Nations communities where projects are located. Through our participation plans, we seek to promote opportunities and benefits for community members.

OUR APPROACH

Quanta's operating companies have developed action plans that enable strong partnerships with local and Indigenous communities, their members, and service providers across all of our activities.

RESPECT

- Increase understanding, value, and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning
- Demonstrate respect to First Nations peoples by observing cultural protocols
- Build respect for First Nations cultures and histories by observing and celebrating the history, culture, and achievements of these communities

RELATIONSHIPS

- Establish and maintain mutually beneficial relationships with First Nations stakeholders and organizations
- Promote reconciliation through our sphere of influence
- Promote positive race relations through anti-discrimination strategies
- Promote early project cultural engagement practices on project sites

OPPORTUNITIES

- Improve employment outcomes by increasing First Nations recruitment, retention, and professional development
- Increase First Nations supplier diversity to support improved economic and social outcomes
- Increase engagement between projects and communities to provide opportunities and enhance outcomes for First Nations peoples



Fostering First Nations Businesses in Australia

Quanta Australia is dedicated to making a measurable difference in the opportunities available for First Nations people by investing in strategies to develop the next generation of industry leaders. Recruitment teams work closely with First Nations-owned labor hire groups to ensure potential candidates are given the best employment opportunity. Similarly, procurement teams seek out, liaise with, and optimize opportunities for First Nations enterprises to gain work opportunities.

A Quanta operating company in Australia has fostered a relationship with Kuuwa Rentals, a 100% Aboriginal-owned company that provides fleet services to projects in Western Australia. Kuuwa Rentals is a Buurabalayji Thalanyji Aboriginal Corporation (BTAC) subsidiary and serves as the Registered Native Title Body Corporate (RNTBC) for the Thalanyji People, representing, protecting, and supporting their interests. Kuuwa Rentals is driven by a mission to improve lives and communities, investing profits in community projects, education, job creation, and apprenticeships—particularly for Indigenous Australian youths in local communities. With support from the Quanta operating company, Kuuwa has grown rapidly, enabling sustainable growth for Indigenous communities and businesses in Western Australia.



The handprints around the outside of the painting represent Quanta Australia's commitment to stakeholder management. They are committed to building strong relationships, utilizing local services, suppliers, and labor where possible, and

ADHERING TO HERITAGE, LANDOWNERS, THE ENVIRONMENT, AND **LOCAL COMMUNITIES.**

CHERN'EE SUTTON

Contemporary Aboriginal Artist



IN FOCUS

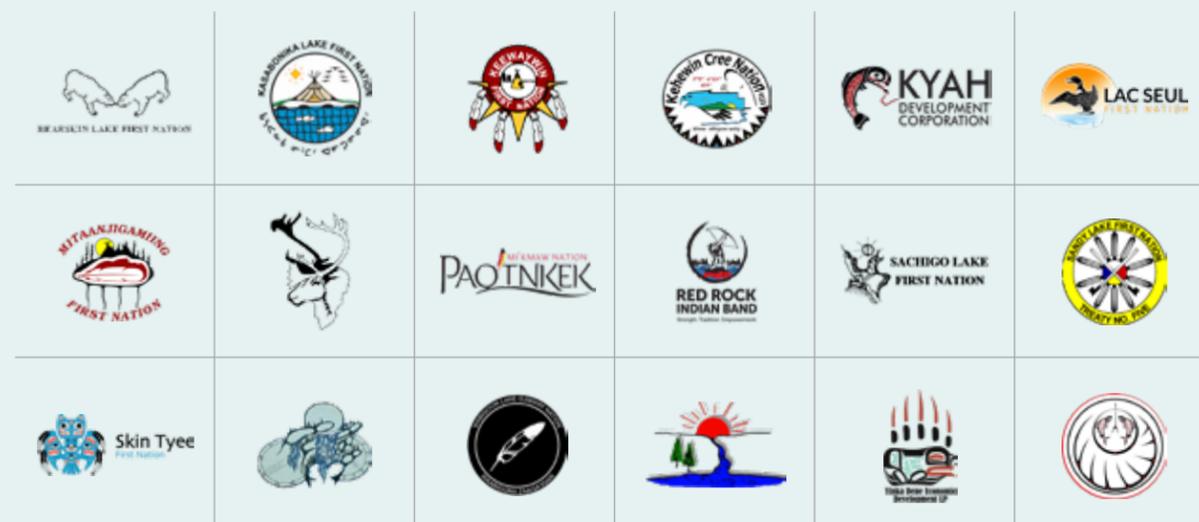
FIRST NATIONS INVESTMENT IN CANADA TO CREATE A PROSPEROUS & SUSTAINABLE FUTURE

A Quanta operating company in Canada donated to Indigenous-led charitable organizations whose efforts go into supporting Indigenous culture and improving people's lives.

Donations were made to the Gord Downie & Chanie Wenjack Fund, which aims to build cultural understanding and create a path toward reconciliation between Indigenous and non-Indigenous peoples. Our investment in their Legacy Schools program will support 360 schools and reach over 9,000 students.

With over 45 years of history building strong partnerships and relationships with diverse communities across Canada, Quanta operating companies also made donations to other First Nations organizations, including National Centre for Truth and Reconciliation, Legacy of Hope, Indigenous Languages of Manitoba, Native Hockey Alberta Council, Mikinakoos Children's Fund, Mazinaajim Children's Foundation Wahsa Distance Education Centre, Red Lake Margaret Cochenour Hospital Foundation, and Nakokita Aquatic Club.

Donations were also made to the following First Nations Tribes:



Focus on Mental Health

Quanta operating companies in Australia are a Tier 1 Industry Partner of MATES Australia, a charity established to reduce the high level of suicide among Australian construction workers. MATES provides suicide prevention through community development programs on construction sites and by supporting workers in need through case management and a 24/7 helpline.

The MATES program is based on the simple idea that suicide prevention is everyone's business. It cannot be left to mental health professionals: Everyone in the industry must play their part. While suicide prevention is the ultimate goal, the benefits of the program are much broader. By enabling discussion about mental health issues and providing points of connection throughout the workforce, people are better connected at a human level, making for a safer and happier workplace.

MATES field staff train workers directly in the workplace to improve mental health and suicide prevention literacy and engage the workforce in creating a mentally healthy workplace, with trained volunteers helping to identify, support, and connect workers. Notably, the MATES in Construction training programs are direct, practical, and "speak the language" of Quanta employees — understanding how we work and our industry's challenges.

Fostering Health & Wellness Through Awareness

Quanta recognizes the importance of nurturing a healthy workforce, not only for the benefit of the employees themselves but also for the overall productivity and success of the organization. To support these aims, the Quanta corporate headquarters in Houston organizes regular employee health education and awareness campaigns designed to educate employees about health issues, promote healthier lifestyles, and create a supportive environment that fosters health and well-being.

These initiatives include structured programs encompassing various activities, including health education workshops, fitness challenges, mental health awareness sessions, nutrition counseling, and regular health screenings. The primary objective of these programs is to equip Quanta employees with the knowledge and resources they need to make informed decisions about their health and well-being.

Our Support for the U.S. Armed Forces: Hiring Our Heroes

Veterans possess camaraderie and a mission-oriented mindset, which make them ideally suited for the construction industry. They also have valuable skills like critical thinking, leadership, and integrity, which are highly valued in the trades. By joining the energy infrastructure industry, veterans can continue to serve their country by ensuring that critical infrastructure is built and maintained. We hire veterans and help them transition to civilian careers, benefiting society by providing a new source of skilled, dependable leaders.

Hiring Our Heroes (HOH) is an approved Department of Defense SkillBridge Program that matches hiring employers and transitioning service members within 180 days of separating from active duty, making them eligible for SkillBridge development and hiring opportunities. When a candidate is selected for an internship-to-hire opportunity, HOH has already ranked both parties based on employer and service member criteria, strengthening the likelihood that the relationship will be a good fit for both.



As a SkillBridge industry partner, Quanta proudly welcomes Kyle Rowe.

After 13 years of honorable service in the United States Air Force, Rowe is leveraging his occupational safety experience in his Safety Coordinator internship at Quanta.

Our Support for the U.S. Armed Forces: SkillBridge

Nic Lindner, Vice President of Operations at a Quanta operating company, has been hiring through SkillBridge-approved organizations since 2020. “The construction industry, like many other sectors, has been challenged to find good people to fill openings in a tight labor market,” he explains. “Our position as a market leader and Quanta’s vast resources and training give us a unique hiring edge. We can focus our recruitment efforts on candidates with hard-to-teach soft skills, like leadership, discipline, initiative, and problem-solving—qualities that military service does a great job cultivating. Once we have a seasoned veteran candidate with those soft skills, we can provide the hard skills training required for the job in-house,” adds Lindner. “Maintaining a team culture is key to our success as a company,” says Lindner. “And I think that sentiment works both ways. Our work is challenging and can be complex depending on the project. Maintaining morale and fostering a supportive work environment inspires loyalty and dedication to do one’s best. So, we want to hire folks who value and mirror our cultural characteristics. SkillBridge organizations, like Hiring Our Heroes, are helping us do that.”



Our strong relationship with military-friendly employers like Quanta provides a pathway to success for transitioning service members, military spouses, military caregivers, and veterans. Their support and participation in our programs enable our military community

TO FIND MEANINGFUL EMPLOYMENT.

ERIC EVERSOLE

President, Hiring Our Heroes;
Vice President, U.S. Chamber of Commerce

COMMITTED TO HIRING VETERANS



Gage Wilcox served in the United States Army as a Fire Support Specialist.



Blane Bilbruck served in the United States Army as an Infantryman.



Patrick Laurence Lemelin served in the United States Navy as an Aircrewman.

IN FOCUS

VIK BAKSHI: TRANSITIONING FROM MILITARY SERVICE TO POSITIVELY IMPACTING VETERANS' LIVES

Q How did the military influence your career trajectory into energy?

A I first became aware of the energy sector while deployed to Kirkuk, Iraq—staring out at the pipelines at night, flaring excess methane. I remember watching those flames as far as the eye could see and wondering if there was no better use for that potential energy than just burning it. I also recall realizing that so much of our defense focus (at the time) on the Middle East was driven by geopolitics and reliance on foreign oil. This burgeoning awareness attracted me to the energy sector as vitally important to American security and prosperity.

Q What things have you learned in your veteran community service work?

A All veterans are at different points in their transition journey, reflecting their experience in the military, how long they’ve been out of service, and where life has taken them since; as such, the veteran community’s needs are diverse. A reality is that a minority may struggle with challenging issues like mental health and PTSD due to experiences from their time in the military. Others, including myself, miss the sense of camaraderie, community, and being “a part of something bigger” than oneself. Commonly, recently transitioning veterans may not know how to translate their earned skills and experience from the military into valuable attributes for hiring managers at potential employers. Regardless of the needs of the specific veteran, there are copious veteran non-profits dedicated to supporting these former service members and seeing them flourish in life beyond the military.

Q What advice do you have for veterans interested in transitioning to a construction or energy industry leadership role?

A Operationally-intensive industries, such as those in construction and energy, are fantastic sectors for transitioning veterans because of the natural fit with their skills and experience working in collaborative, highly trained teams. Veterans are used to working in teams, handling heavy equipment, operating safely in dangerous environments, maintaining large fleets, following established procedures, learning to employ digital tools, and many related tasks. My advice is to follow the same practices that make young service members successful in their first unit: Be humble, hungry to learn, and eager to work hard and contribute to the team. Like in the military, being a good follower and dependable teammate will be recognized, leading to leadership opportunities. Once those opportunities come, return to the old Army leadership adage: mission first, people always.

VIK BAKSHI,

Director of Operations at Quanta, holds a Bachelor of Science from the U.S. Military Academy at West Point and an MBA from the Harvard Business School. He is proud to have served five years as an Infantry Officer in the U.S. Army. His ongoing commitment to community service and empowering fellow veterans includes serving as a Board member of the West Point Society of Greater Houston and Secretary of the veteran nonprofit Impact A Hero.



PLANET

OUR COMMITMENT
TO PLANET

IN THIS SECTION

76 Environmental & Circular Economy
Management: Restoring & Protecting

2023 HIGHLIGHTS

CLIMATE GOALS

We announced business and values-based carbon reduction goals, underscoring Quanta's long-term ambition to play a leading role in enabling the energy transition while reducing the carbon intensity of our operational footprint.

3.5%

reduction in Scope 1 CO₂ emissions intensity
(g CO₂/USD revenue) YOY

NEW INITIATIVES

We purchased and field-tested new models of electric fleet assets and established a new metal scrap recycling program.

OUR OPPORTUNITIES

- Overcoming limited vehicle availability, upfront cost, and operational disruption in **transitioning our fleet assets to lower-carbon alternatives**
- Working with our vendors and suppliers to **address sustainability risks and opportunities** across our value chain

ENVIRONMENTAL & CIRCULAR ECONOMY MANAGEMENT

RESTORING & PROTECTING



At Quanta, we know that our work impacts the environment. Throughout the project's entire life cycle, we aim to minimize the environmental impacts of our activities and work in partnership with our customers to contribute to a resilient and sustainable environment.



OUR APPROACH TO ENVIRONMENTAL MANAGEMENT

Responsible environmental management and project execution are integral to meeting regulatory requirements, maintaining community support for our activities, and creating value for the communities near our operations and our stakeholders.

Meeting or exceeding environmental standards is critical for ensuring the long-term sustainability of communities and ecosystems. Due to the physical disturbance of the land, we recognize the potential for our activities to impact the environment. However, many of these potential impacts are effectively mitigated or entirely avoided through proper project planning and comprehensive risk management strategies. Together with our customers, we develop a risk-based approach for creating environmental and biodiversity management plans to avoid, minimize, mitigate, and manage ecosystem and biodiversity impacts. Before completing a project, we restore habitats by planting native vegetation, potentially enhancing biodiversity beyond its initial state.

1

Accountability & Resourcing

Senior Management and the Environmental Steering Committee broadly oversee environmental and community policies and systems. The Senior Vice President of Health, Safety, and Environment reports directly to the President and Chief Executive Officer. On our projects, we have designated employees leading Quanta's work in environmental management in collaboration with our customers, regulators, and other stakeholders. These employees are responsible for monitoring environmental management-related activities, managing incidents, and using the results to inform and implement improved practices.

2

Policies, Procedures & Standards

Our Code of Conduct reflects our commitment to continually improving our environmental practices and ensuring they are integrated into all our activities. Quanta's operating companies implement the Environmental Management System (EMS), which is designed to meet the company's requirements and ensure regulatory and permit compliance. The EMS aims to anticipate, prevent, manage, and mitigate environmental risks and conditions that may harm the environment. The EMS complies with the International Organization for Standardization (ISO) and the American Petroleum Institute (API) Safety and Environmental Management System Model.

3

Memberships, Partnerships & External Commitments

Quanta is a member of the Electric Utility Industry Sustainable Supply Chain Alliance (SCCA), which promotes best practices in sustainability for utility supply chain activities and supplier networks. Quanta is also a member of the Associated General Contractors of America (AGC), and a Quanta employee currently serves as the AGC Environmental Committee Chairperson. Participation and leadership in these and other industry associations demonstrate Quanta's commitment to environmental stewardship and the continuous improvement of its environmental program.

4

Environmental Management Activities

We are committed to regularly reporting on environmental issues and initiatives at our sites and conducting regular reviews of their environmental compliance. We continually review our facilities and procedures and proactively assess the environmental aspects and risks of our leased and owned facilities by conducting regular site visits to evaluate necessary environmental regulations and recommendations.

5

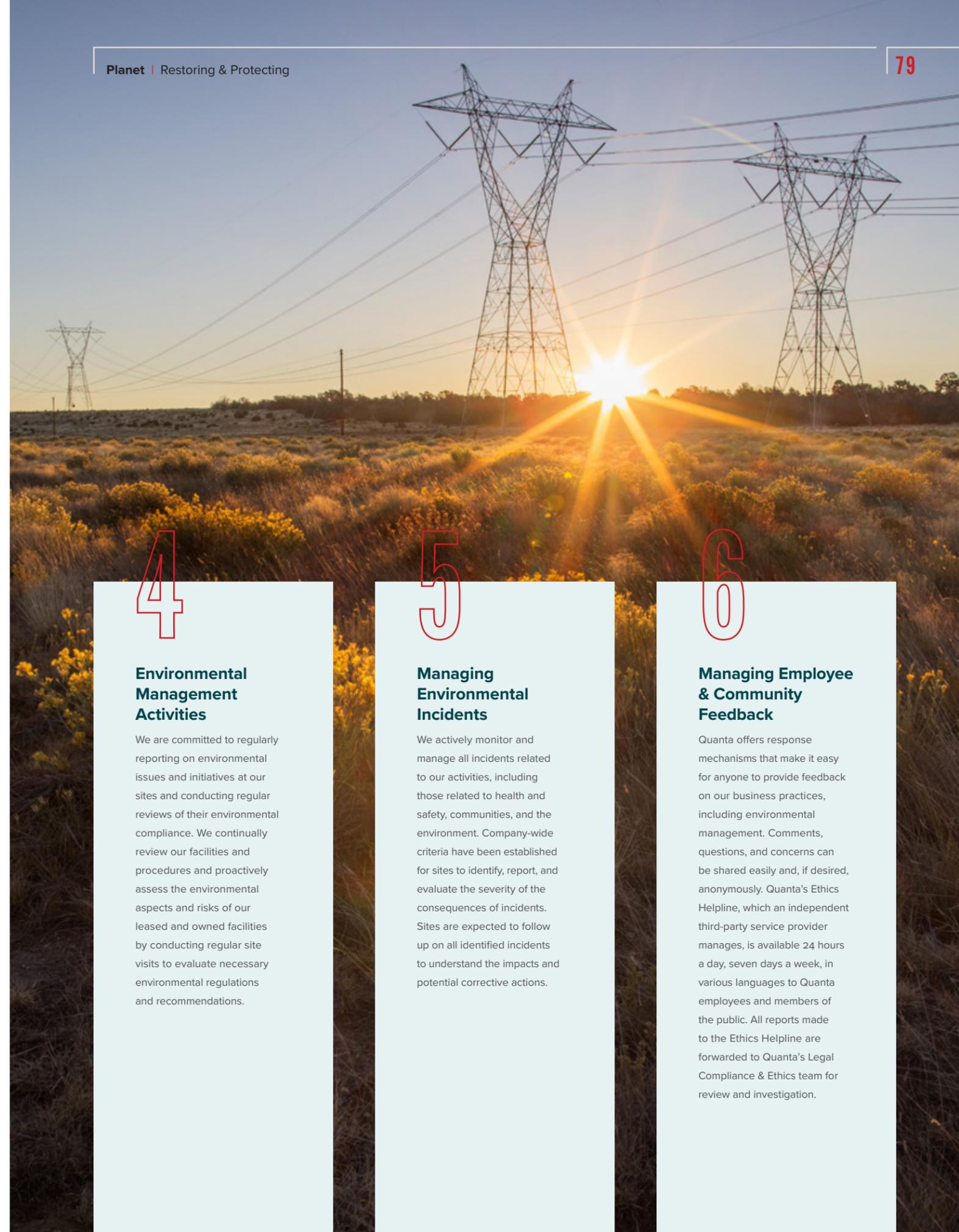
Managing Environmental Incidents

We actively monitor and manage all incidents related to our activities, including those related to health and safety, communities, and the environment. Company-wide criteria have been established for sites to identify, report, and evaluate the severity of the consequences of incidents. Sites are expected to follow up on all identified incidents to understand the impacts and potential corrective actions.

6

Managing Employee & Community Feedback

Quanta offers response mechanisms that make it easy for anyone to provide feedback on our business practices, including environmental management. Comments, questions, and concerns can be shared easily and, if desired, anonymously. Quanta's Ethics Helpline, which an independent third-party service provider manages, is available 24 hours a day, seven days a week, in various languages to Quanta employees and members of the public. All reports made to the Ethics Helpline are forwarded to Quanta's Legal Compliance & Ethics team for review and investigation.



Making Progress: New Scrap Recovery Program Enhances Circular Economy Solutions

The concept of a circular economy has gained momentum as a potentially transformative approach to resource management. In contrast to the traditional linear take–make–dispose model, a circular economy promotes the continuous use and regeneration of materials, aiming to minimize waste and maximize resource efficiency. Because certain metals are uniquely recyclable with minimal degradation, scrap metal recycling is pivotal in transitioning towards a more sustainable and circular economy, ensuring a stable supply of essential raw materials for high-tech products while conserving resources, reducing energy consumption, and mitigating environmental impacts.

Against this background, Quanta has recently established a standard process for handling and recycling scrap and excess materials from major projects.

Quanta has partnered with one of the largest U.S. full-service scrap recyclers with the necessary experience with utility companies, reporting capabilities, a weight verification process, and material-handling capabilities. Materials that will be recycled for recovery include copper wire, stainless steel, iron, and aluminum.



Recycled Metal Scrap: A Vital Raw Material

Recycled scrap metal has become a vital raw material as recycling has become more profitable and convenient and as environmental regulations for primary production increase. Recycling reduces the burden on landfill disposal facilities and prevents the accumulation of abandoned metal products in the environment:

- Scrap metal makes up \$90 billion in economic activity within the United States alone.
- The U.S. scrap metal recycling market is currently estimated at \$9.2 billion and is predicted to expand at a noteworthy compound annual growth rate of 5.4% in the future.
- Recycling 1 ton of steel conserves 1.1 tons of iron ore, 0.6 tons of coking coal, and 0.05 tons of limestone.
- The recycling of steel from automobiles is estimated to save the equivalent energy necessary to power 18 million homes every year.¹

¹ pubs.usgs.gov/periodicals/mcs2022/mcs2022-iron-steel-scrap.pdf



Protecting Biodiversity on Large Transmission Projects

We recognize biodiversity's critical role in sustaining healthy ecosystems and work with our customers to minimize environmental impacts on projects and restore areas to re-create biodiversity value. Some of our projects are adjacent to or within areas of high biodiversity, and our project teams aim to maintain the unique flora and fauna within these work areas.

One example of working within sensitive biodiversity areas is the Gateway South Project, which includes constructing a new, high-voltage transmission line extending more than 400 miles from southeastern Wyoming into central Utah. The project crosses three states and is subject to various environmental, seasonal, and biological restrictions. Protections restricting work schedules extend to raptors (birds of prey), migratory birds, big game, greater sage-grouse, and various additional plant and animal species.

On multiple occasions, crews have embarked on lengthy, sometimes multiday mobilizations, only to have construction activities at the site temporarily restricted. For example, if a protected bird nest is discovered within a specified distance of the site, work is either suspended until the birds have fledged or a variance is approved to continue work with an environmental monitor present. Depending on the type of bird, the restricted area can stretch from a few hundred feet to several miles. At one site, helical anchor drilling had been completed, and a nest was discovered as crews returned to prep the anchors for installing hardware. The site remained closed off for months, requiring crews to move on and schedule the work for a later date.

QUANTA COMPANIES COLLABORATING: GATEWAY SOUTH

The Gateway South project crosses three states and entails erecting more than 1,600 structures, totaling more than 58 million pounds of steel. At the peak of operations, it will employ approximately 2,000 employees, including 24 civil crews, 42 foundation/anchor crews, five wire crews, 400 steel hands, and a host of support staff. The project team includes more than 15 Quanta Services operating companies coordinated under Quanta Infrastructure Solutions Group (QISG), allowing for increased communication and streamlined operations.



Utilizing Aviation to Protect Biodiversity

Recently, Quanta Aviation collaborated with another Quanta operating company to upgrade power lines near protected wetlands. The project involved driving caissons into the ground using a vibratory hammer powered by a 21,000 lb. power pack. Utilizing a CH-47D Chinook helicopter, both the tools and the poles were strategically airlifted into position without disrupting the surrounding wetlands. Modular pre-tensioned temporary access bridges were utilized to ensure the equipment could be transported so wetlands could be protected.

A distinctive challenge faced during the project was the need to relocate an eagle's nest situated on one of the towers slated for replacement. The crew scaled the tower, carefully secured the nest, and subsequently lifted the top portion of the tower using a helicopter. Afterward, a new platform was installed adjacent to the right-of-way, and the nest was carefully placed back onto this new platform.

Restoring Pollinator Biodiversity: Western Honey Bee Apiary

A Quanta operating company has developed a western honey bee apiary on its new journeyman lineman training facility. What started as one small hive is now 12 active western honey bee colonies, contributing to improved plant pollination in the local community that has deteriorated due to North America's dwindling bee population. All honey produced by the colony is donated to various charitable organizations and supporters of the training facilities. These efforts were recently acknowledged by a major customer, who recognized the operating company as a premier environmental vendor.



Our core values include positive environmental education and giving back to the environment.

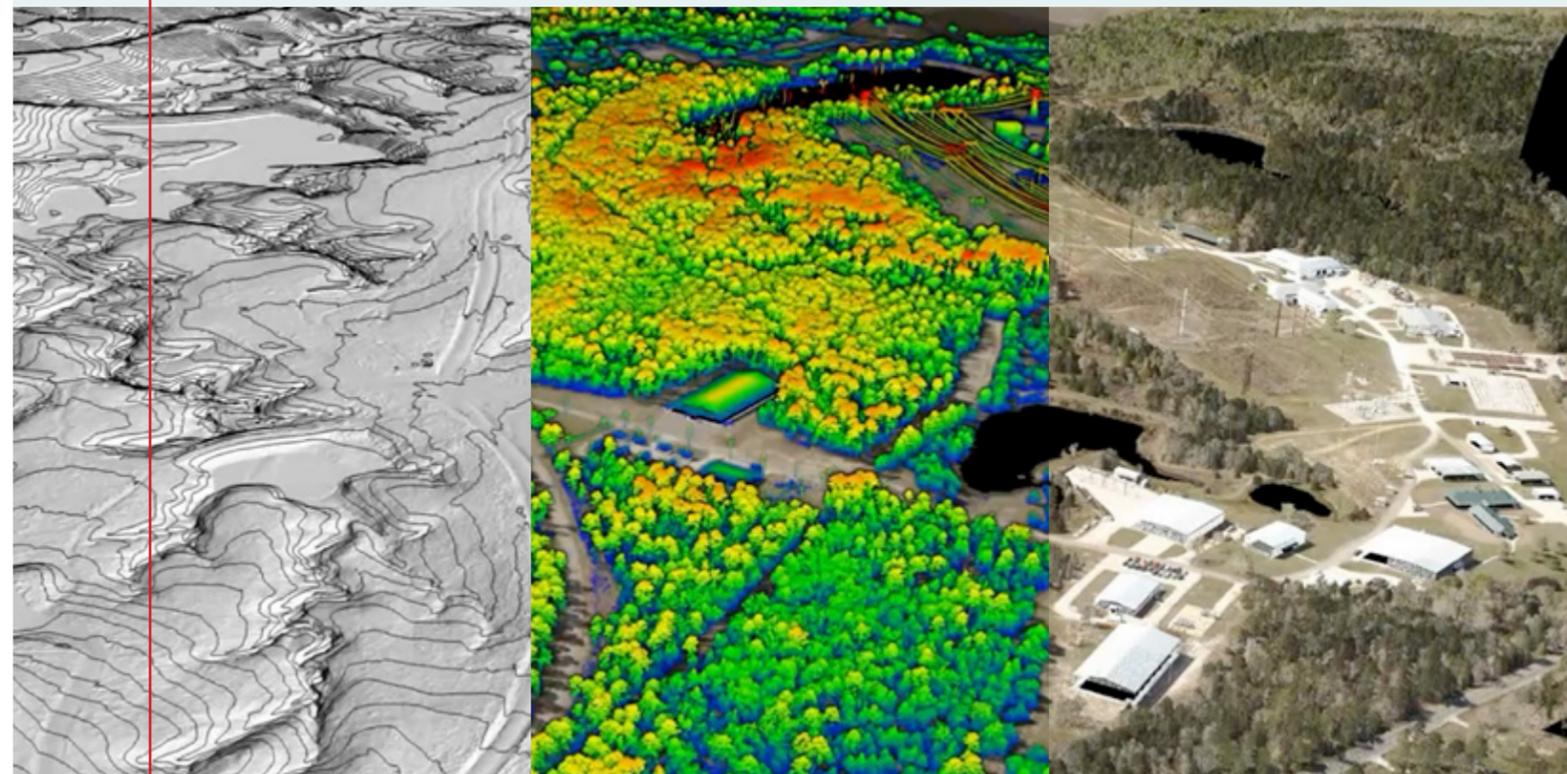
THIS IS **ENVIRONMENTAL STEWARDSHIP** AT ITS BEST.

DONOVAN GUILBEAU

Director of Human & Operational Performance & Naturalist



IN FOCUS



MEASURING BIODIVERSITY IMPACTS WITH REMOTE SENSING

Quanta companies are utilizing remote sensing, which enables large-scale monitoring of biodiversity and land impacts on projects at multiple spatial and temporal resolutions.

Combining high-resolution imagery on pre- and post-construction projects provides rich data sets, creating a "digital twin," enabling detailed measurements, elevations, and quantity reporting that enhance biodiversity measurement. LiDAR provides accurate data on slopes, surface rock, and vegetation, while other imaging techniques, such as NADIR, provide accurate horizontal measurements of corridors of visible surface conditions, including rock outcroppings.

In the example above, the colorized full-point cloud of the Quanta Advanced Training Center campus area is in the middle. The right image has classified the structures and vegetation, while the left image is a bare earth extraction showing only the ground surface. Remote sensing datasets can be visualized to identify the locations of stressed vegetation and hazardous trees within a corridor. This can provide construction teams with increased awareness of corridor sections that present risks during construction. Pre- and post-construction imaging provides two data sets that document changes to vegetation, earthworks, and other physical changes to the project that can be documented and quantified.

These data can be transferred into GIS software to enhance environmental management on large projects. For example, on the SunZia Transmission Project, the field team uses software to capture before-and-after images of nest and burrow locations. Active nests or burrows are also input via mobile Mapbase hardware, alerting construction and permitting teams of their locations.

Working With Customers to Permanently Reduce Risks From Extreme Weather Events

As extreme weather becomes more frequent, Quanta companies are working with their customers to provide industry-leading storm response and make America's power infrastructure more resilient to severe weather events and wildfires.

A Quanta operating company is working with a customer on a program to put power lines underground, with the goal of permanent wildfire risk reduction. Undergrounding the electric system in high-fire-risk areas not only helps reduce wildfires caused by equipment but also improves reliability and reduces the need for Public Safety Power Shutoffs (PSPS) and Enhanced Powerline Safety Settings (EPSS). Undergrounding power lines can benefit all customers, regardless of whether they live near an actual fire zone, by reducing potential effects from ignitions.

Another Quanta company has been collaborating with a major utility customer in Florida to carry out the most extensive undergrounding program in the United States. Underground power lines are more reliable than overhead lines—particularly during hurricanes and severe weather events, when trees, vegetation, and wind-blown debris can cause outages to overhead lines. The Quanta operating company has a customer outreach group that describes the project to the property owner. At the same time, an in-house professional survey and mapper works alongside a CAD drafting technician to create legal easement sketches and descriptions for the customer outreach group before undergrounding begins.



Responding to Natural Disasters & Extreme Weather Events

The frequency of billion-dollar storms is increasing, causing more intense, longer-lasting, and less predictable natural disasters like hurricanes, wildfires, ice storms, floods, and heat waves. Quanta operating companies stand ready to respond and work tirelessly with their customers to restore power, gas, and communication infrastructure safely.

In the aftermath of Hurricane Idalia, a Quanta operating company deployed over 520 crew members across Florida to perform storm restoration work. These crews included lineworkers, supervisors, mechanics, safety coordinators, and storm damage assessors who performed transmission, distribution, logistics, and storm damage assessment work. The Quanta Mobile Command Center was set up at a staging area in Perry, Florida, which project managers and supervisors from several organizations utilized to coordinate storm restoration operations. Less than a week after Hurricane Idalia landed, 96% of power had been restored.

A Quanta operating company swiftly and safely restored power to residents in Tulsa, Oklahoma, who experienced straight-line winds of up to 117 mph, causing an estimated 204,667 power outages. Work included safely restoring power to a local gas refinery that supplies most of the gas for the greater Tulsa area.

THE UNDERGROUNDING LIFE CYCLE

6-18 MONTHS

Design

Project is designed based on existing overhead lines, topography, and roads and buildings.

3-24 MONTHS

Permitting

Project is permitted by local agencies and any necessary land rights are acquired.

2 MONTHS

Trench & Install Conduit

Trenching and heavy construction is completed.

1 WEEK

Cable Pulling

Underground electric lines are installed.

1 DAY

Customers Energized

Project undergoes safety reviews before being energized.

OUR COMMITMENT TO PRINCIPLES

PRINCIPLES

IN THIS SECTION

88 Ethics & Integrity;
Responsible Governance

2023 HIGHLIGHTS

Increased Board diversity to

45%

INCREASED SUPPLIER GOVERNANCE

We published our Supplier Code of Conduct, which outlines our supplier expectations, including compliance with our accessibility requirements, environmental priorities, and human rights protection.

ACHIEVED EMISSIONS ASSURANCE VERIFICATION

For the first time, Quanta has obtained independent, third-party verification, at a limited level of assurance, for our 2023 Scope 1 and Scope 2 GHG emissions.

OUR OPPORTUNITIES

- Continuing to engage with and integrate the diverse opinions and perspectives of all stakeholders in our decision-making process
- Better understanding of the potential impact of climate change on our financial performance and making informed decisions regarding our investments and operations

ETHICS & INTEGRITY

RESPONSIBLE GOVERNANCE



At Quanta, we recognize that building and maintaining public trust supports our culture of innovation, safety, and customer focus, requiring a commitment to integrity and strong corporate governance. From executive management to field operations, we implement governance principles aligned with best practices, enabling us to serve our customers and stakeholders ethically and effectively every day.

BOARD OF DIRECTORS



Earl C. "Duke" Austin, Jr.
President, Chief Executive Officer & Director



Warner L. Baxter
Director



Doyle N. Beneby
Chairman of the Board



Vincent D. Foster
Director



Bernard Fried
Director



Worthing F. Jackman
Director



Holli C. Ladhani
Director



Jo-ann dePass Olsovsky
Director



Scott Rowe
Director



Raúl J. Valentín
Director



Martha B. Wyrsh
Director

Quanta's Board recognizes the importance of having a repeatable and sustainable business strategy that creates long-term value for stockholders and benefits all of the Company's stakeholders. The Board is committed to implementing sound corporate governance policies and practices to enable Quanta to operate its business responsibly, sustain its success, and build value for stockholders.

Our Board has broad experience across different industries and plays an active oversight role through regular reviews and discussions with management. Directors are provided with regular broad-based presentations, in-depth analyses, and discussions of specific areas, including, but not limited to, cybersecurity, ethical business practices, the evolving regulatory landscape, and other top sustainability topics.

Board Diversity

At Quanta, we recognize that diversity of background and experience drives success and contributes to sound corporate governance. Such diversity in Quanta's highest management levels, from the Board to the executive management team, strengthens our ability to build policies and practices relevant to our entire employee base and support our growth ambitions.

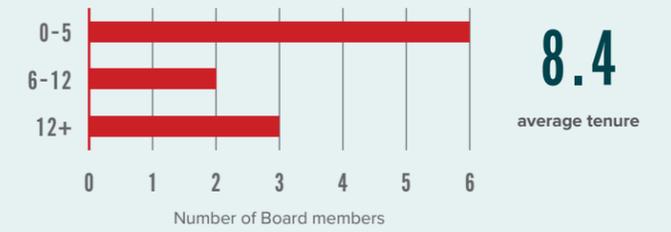
Quanta's Board comprises directors with diverse viewpoints and various skills, professional experience, and backgrounds, including those concerning sustainability. As of Quanta's 2024 Annual Meeting of Stockholders, 27% of our directors were women, and 27% identified as racially or ethnically diverse. In addition, 25% of Board committees are chaired by women.

Read more about the Board in our [2024 Proxy Statement](#).

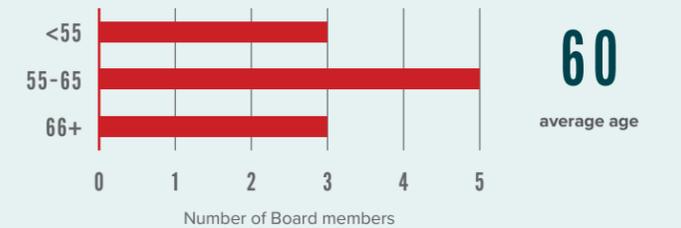
BOARD BY THE NUMBERS



TENURE (YEARS)



AGE



QUALIFICATIONS, SKILLS & EXPERIENCE

The Board regularly reviews the qualifications, skills, and experience necessary for the Board to oversee Quanta's business and long-term strategy. Our current Board members bring a wide variety of experience and skills, including:

Industry Experience



Risk Oversight & Management



Operations & Strategic Planning



Senior Leadership



Finance, Accounting & Capital Allocation



Government & Regulatory



Legal & Compliance



Human Capital Management & Safety Leadership



Environment, Social & Governance



Cybersecurity & Information Security



Other Public Company Board Experience



Board Independence & Sustainability Risk Governance

As set forth below, the Board and the committees of the Board have oversight responsibility for risk management in certain areas. In addition to its ultimate oversight responsibility for the risk management process, the full Board retains oversight responsibility for certain risks, while the committees of the Board provide oversight of certain sustainability matters. In deciding whether to retain direct oversight of risk or assign oversight to a committee, the Board considers various factors, including, among other things, the importance of the risk to the Company's overall strategy and operations, the timeframe over which a risk may materialize (i.e., short-term, medium-term, or long-term), the potential impact of risk, and how a risk aligns with the subject matter assigned to a committee.

Board

The entire Board focuses on oversight of the Company's human capital management, which is a key strategic risk for the Company. Specifically, the Board, among other things, reviews and evaluates risks related to personnel and human capital management, including the development and review of the Company's CEO succession plan and succession planning and talent development for other key management positions, as well as the development of management's enterprise-wide talent development initiatives that are designed to maintain a workforce that meets the Company's future needs. The Board also conducts a quarterly review (with additional updates as necessary) of Company safety performance and key employee safety matters. The Board also reviews and evaluates certain strategic risks, such as, among other things, customer business model developments, technological changes, structural or organizational risks, certain uninsurable risks, and risks pertaining to capital allocation decisions. Additionally, as part of its focus on key strategic risks, the Board considers the significant opportunities and challenges arising from the physical risks associated with changes in climate, as well as technological advances, market developments, and additional regulatory and compliance costs that occur in response to climate change. The Board also concentrates on risks related to information technology security programs, including cybersecurity, and senior management reports regularly to the Board on significant information security matters.

Audit Committee

The Audit Committee focuses on risks relating to the Company's financial reporting and accounting policies, the Company's independent registered public accounting firm, internal controls and internal audit function, and the Company's compliance with legal and regulatory requirements.

Compensation Committee

The Compensation Committee focuses on risks relating to Quanta's compensation policies and programs to determine whether they encourage excessive risk-taking and whether they are aligned with Quanta's risk management profile. The Committee also evaluates compensation policies and practices and strives to create incentives designed to mitigate such risks. Additionally, the Compensation Committee oversees and administers any policy adopted by the Company pertaining to the reimbursement, forfeiture, or recovery of incentive-based or other compensation for current or former executive officers of the Company.

Investment Committee

The Investment Committee focuses on risks associated with prospective acquisitions, dispositions, investments, and certain significant capital expenditures.

Governance & Nominating Committee

The Governance and Nominating Committee focuses on risks relating to Quanta's corporate governance and Board membership and structure, including alignment of Board composition and director skills, experience, and attributes with Company strategy and risks facing the Company. The Governance and Nominating Committee also focuses on management succession planning, as well as corporate responsibility and sustainability matters, including environmental issues, social issues, practices, and policies relating to the support of business, charitable, educational, and industry/trade organizations and with respect to political activity. The Governance and Nominating Committee also periodically reviews Quanta's risk management process, reporting its findings to the Board.

QUANTA'S RISK GOVERNANCE FRAMEWORK

The Board oversees an enterprise-wide risk governance framework designed to support the Company's long-term organizational objectives. Quanta's enterprise risk management assessment, managed by Quanta's Chief Executive Officer, General Counsel, Chief Financial Officer, and Chief Compliance Officer, provides visibility to the Board about the identification, assessment, monitoring, and management of critical risks and management's risk mitigation strategies.

During this iterative process, risks are assessed throughout the Company's business, including operational, industry, financial, and reputational risks, legal and regulatory risks, and data and systems security risks. A component of the Board's oversight function is not only understanding the risks the Company faces and what steps management is taking to manage those risks but also understanding what level of risk is appropriate for Quanta.

While formal reporting associated with the Company's enterprise-wide risk management assessment is produced for the Board on an annual cycle, the Board continually evaluates and considers risks that are impacting, or could potentially impact, the Company throughout the entire year, including through dialogue with management at Board and committee meetings. Review and discussion of the results of the Company's annual risk management assessment with the Board, as well as further dialogue between management and the Board and committees throughout the remainder of the year, helps inform and shape the Company's risk-related disclosures included in its periodic reports filed with the SEC and other public disclosures. Read more about the Board's role in risk oversight in our [2024 Proxy Statement](#).





SUSTAINABILITY GOVERNANCE

Our Board, supported by committees, oversees the Company's sustainability risks and strategies.

Led by our CEO, the executive management team plays a key role in considering sustainability risks and formulating the Company's sustainability strategy. With support from other advisory functions, the Director of Sustainability is responsible for developing and executing Quanta's sustainability program. Individual Environmental and Social Steering Committees augment existing governance frameworks and coordinate with other internal teams, working groups, investor relations, legal, and finance.

Quanta's 2023 executive compensation program allocated 20% of the total target annual cash incentive to achieving safety performance goals. In addition, 20% of performance-based long-term equity incentives were tied to achieving sustainability-based goals, including metrics related to enhanced driver safety and reduced vehicle idle time of the Company's vehicle fleet. These performance targets reinforce our commitment to safety, training, and sustainability and are aligned with customer expectations.

Sustainability Metrics: Measuring Our Progress

As we advance our sustainability program, we are committed to implementing management systems and oversight mechanisms that enable us to track our progress better, ensuring transparency and continuous improvement.

Greenhouse Gas Emissions Verification

This year, for the first time, we engaged an independent third party to provide a limited assurance review of our Scope 1 and 2 greenhouse gas emissions inventory. This review was conducted in accordance with the "ISO 14064-3: Greenhouse Gases | Part 3" specification standard. Quanta's Scope 1 and 2 assurance statement for fiscal 2023 is publicly disclosed to serve greater transparency.¹

Operating Company Sustainability Scorecard

In 2023, we refined our detailed sustainability scorecard system for each Quanta operating company to benchmark its sustainability performance at a more granular level. The scorecard addresses material topics aligned with our most relevant sustainability issues and enables us to better understand sustainability performance at the operating company level. Aggregating these results allows us to track progress and stimulate discussion about what measures are best suited for the individual needs of each operating company. Additional information about this system can be found in "Sustainability Data Metrics" on page 102. Key categories include:

- Facilities Management
- Fleet Operations
- Human Resource Development
- Health & Wellness
- Safety, Training & Environmental Stewardship

¹ See "Scope 1 and 2 GHG Emissions Verification Opinion Declaration" at sustainability.quantaservices.com/metrics-reports/.

ETHICAL BUSINESS PRACTICES

At Quanta, we aim to adhere to the highest ethical business standards and expect our business partners to do the same.

Our Code of Conduct highlights the importance of ethical behavior to our business and explains the standards of behavior expected of Company employees, reinforcing our commitment to a work environment founded on mutual respect, trust, and accountability. The Code addresses compliance with applicable laws and Quanta's policies concerning, among other things, general business ethics, competition, anti-corruption and bribery, environmental protection, conflicts of interest, harassment and discrimination, data security and privacy, and insider trading.

The Company provides annual training to its employees on identifying, preventing, and reporting unethical or illegal conduct. Concerns can be reported through various internal resources or by contacting our third-party managed Ethics Helpline (online or by phone). Employees can also report issues to the Ethics Helpline anonymously, where permitted by law. The Company will not tolerate any form of retaliation against those who report any concerns in good faith. All reports are taken seriously and investigated if necessary, and any applicable remediation processes are implemented to prevent or mitigate misconduct. Our Chief Compliance Officer is responsible for reporting and discussing any actual or alleged violations of the law or the Code of Conduct to our Board of Directors.

Anti-Corruption Policy

Quanta is dedicated to adhering to all relevant laws related to preventing corruption and bribery. The Company's Anti-Corruption Compliance Policy offers guidance and requirements concerning, among other things, dealing with government officials, offering gifts and entertainment, high-risk service providers and business partner due diligence, and charitable and political contributions. Quanta provides annual training to its employees on the Anti-Corruption Compliance Policy as part of its comprehensive Legal Compliance and Ethics program, which is informed by and evolves according to regular risk assessment activities designed to identify existing and emerging ethics and compliance risks.

Political Engagement

Our political and government affairs program is integral to supporting the interests of our industries, customers, employees, communities, and stockholders and advancing Quanta's strategic initiatives. By complying with local, state, and federal laws and adhering to the rules and guidelines outlined in our Political Activity Policy, we aim to engage in the political process transparently and responsibly. Our Political Activity Policy, which applies to all directors, officers, and employees of Quanta and its affiliates, sets forth the responsibilities and expectations concerning all Company political contributions and lobbying activity and provides the framework for making political contributions and engaging in political activity.

The Chief Compliance Officer is responsible for answering questions about and administering the policy with input from the Senior Director of Government Affairs. We publish an annual Political Engagement Report detailing our contributions and listing our trade association memberships. The Governance and Nominating Committee periodically reviews political contributions and engagement. Our Government Affairs and Legal Compliance & Ethics departments ensure that our political activities are aligned with our strategic direction and initiatives, as determined by the Company's Board of Directors and executive leadership, and in compliance with applicable laws and reporting requirements. Additional information, including our Political Activity Policy, is available on Quanta's Investor Relations website.



Cybersecurity

Protecting Quanta’s information systems and customers is of utmost importance, and we have a comprehensive approach to safeguarding them. This approach includes focusing on the architecture, technical safeguards, policies, processes, and qualified resources required to prevent, detect, respond to, and recover from any adverse events. To safeguard the core infrastructure and ensure security for shared services, we adhere to policies and standards that incorporate key controls from widely recognized industry standards, such as the Critical Security Controls of the Center for Internet Security, ISO 27001 standards, and the Trust Services Criteria for Security of the American Institute of Certified Public Accountants. These standards provide the foundation for our organizational strategy for cyber resilience.



Along with policies and governance, we use cutting-edge tools and technologies such as multifactor authentication, password vaults, and endpoint security. Quanta recognizes the significance of protecting information and has implemented physical, technical, and administrative measures. We have oversight processes, such as dedicated IT Cybersecurity and IT Compliance teams, to conduct regular internal compliance assessments against our key policies and standards. We also have oversight processes for third-party vendors to analyze key vendors as part of the selection and onboarding process. Furthermore, our IT Cybersecurity team has an incident response plan that conforms to industry-standard frameworks.

Our Board considers cybersecurity risk as part of its risk oversight function and views cybersecurity and IT risks as key strategic risks for Quanta. The Board oversees management’s implementation of our cybersecurity risk management program, receives regular reports from management (including our Vice President of IT) on our cybersecurity risks, includes briefings on our cyber risk management program and cybersecurity incidents, and reviews cybersecurity topics impacting companies with management and external experts.

Our Vice President of IT reports to the Chief Financial Officer, leads our IT and cybersecurity functions, and is primarily responsible for leading our overall cybersecurity risk management program and supervising our internal cybersecurity personnel and external cybersecurity service providers. Our cybersecurity function is responsible for assessing and managing our material risks from cybersecurity threats, as well as informing management about and monitoring the prevention, detection, mitigation, and remediation of cybersecurity risks and incidents through various means, which include briefings with internal security personnel, threat intelligence, and other information obtained from governmental, public, or private sources, including external cybersecurity service providers and alerts and reports produced by security tools deployed in the IT environment. Our Vice President of IT has significant global experience in managing and leading information systems and deploying cybersecurity technologies and holds a cybersecurity certification from a leading cybersecurity training and research institute.

Data Privacy & Protection Policy

At Quanta, we are committed to safeguarding the personal information of our employees, customers, suppliers, and other business partners in accordance with applicable laws, contractual requirements, and policies. Our [Data Privacy & Protection Policy](#) outlines the rules and expectations surrounding the collection, protection, use, distribution, and deletion of data.

IN FOCUS

SUPPLY CHAIN & VENDOR RESPONSIBILITY

We view our suppliers and vendors as key stakeholders and work closely with them to ensure the continuity of our business operations and address opportunities that can positively affect society and the environment. Our suppliers are our partners in promoting environmental, social, and ethical business practices.

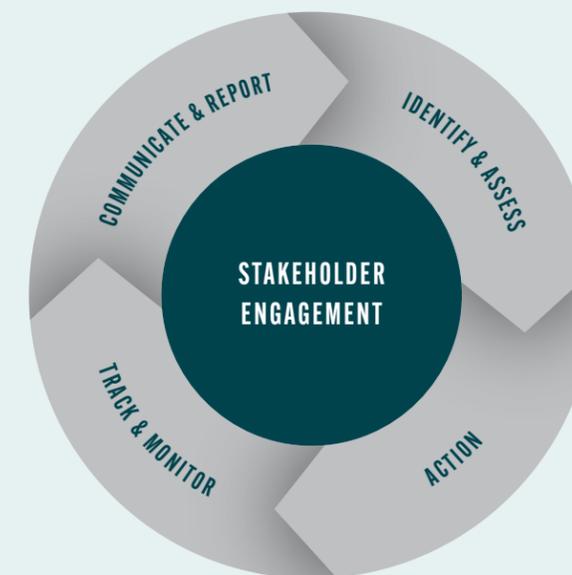
Such practices create a strong, diverse, resilient value chain based on mutual trust and shared values. We’ve implemented policies, practices, and engagement strategies for our suppliers and vendors, which outline our expectations and enable us to make a positive impact together.

At Quanta, we are firmly committed to upholding responsible business practices and expect the same from suppliers and vendors with whom we do business. At a minimum, suppliers and vendors must abide by all applicable laws, codes, and regulations and conform their practices to the published standards for their industry. Our [Supplier Code of Conduct](#) outlines these expectations, including compliance with our health and safety expectations, alignment with our environmental priorities, and adherence to our ethics, compliance, and human rights standards. Any supplier or vendor that wishes to raise a concern on a matter related to our Supplier Code of Conduct can report the concern to Company representatives or utilize the Company’s Ethics Helpline.

Before we select suppliers and vendors, a centralized third-party risk management (TPRM) process screens for compliance, safety, and sustainability risks; automated, real-time workflows in this system look for any changes in supplier risk profiles and continually monitor current suppliers and vendors for policy violations and risks.

We evaluate our customers, vendors, and suppliers’ environmental, social, and ethical performance through EcoVadis, a leading provider of business sustainability ratings. Supplier performance is evaluated across four key areas: environment, labor and human rights, ethics, and sustainable procurement. The assessment uses a rigorous evidence-based scorecard that identifies strengths and areas of opportunity so we can better engage with participating suppliers on key issues and drive mutually beneficial improvements.

SUPPLIER ENGAGEMENT DUE DILIGENCE APPROACH





Responsible Sourcing

Responsible sourcing of materials is an important part of our supplier sustainability activities. We are committed to not purchasing raw materials, subassemblies, or supplies that we know contain conflict minerals. We focus on responsible sourcing through supplier engagement, training, awareness, human capital management, and conflict minerals due diligence compliance programs. We support industry initiatives that improve regulatory compliance, align with international standards, and support industry and stakeholder expectations. Our [2023 Conflict Minerals Disclosure](#) is available on our website.

Quality Control on Projects

Quality control is executed in conjunction with Quality Assurance to ensure that verifications made by Quality Control satisfy specifications, codes, and other obligations of installed products or services and installations performed. Quality Assurance performs regular reviews and audits of processes and products to ensure deliverables satisfy contractual obligations. Construction turnover occurs when key stakeholders review the completion of work and necessary quality control and quality assurance documentation with applicable records, such as as-built information or certifications with sign-offs, to allow the next stage of installation or construction to commence.

Our Commitment to Human Rights

Our commitment to ethical business practices includes treating all employees and those who support our business with respect and dignity. At Quanta, we are dedicated to conducting our operations in a manner that upholds universally accepted human rights principles. We are committed to promoting and respecting human rights for all our employees, partners, and affiliates in accordance with the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the applicable laws of the United States pertaining to human rights.

We require all our customers, suppliers, and stakeholders to adhere to our [Human Rights Policy](#), covering multiple areas, including discrimination, working conditions, forced labor, and freedom of expression. We prohibit the use of any modern forms of slavery or human trafficking across the Company and in our supply chain. We maintain an open dialogue with relevant stakeholders to stay current on human rights issues and concerns. Our Human Resources is responsible for overall compliance with our Human Rights Policy.



RESPECT FOR HUMAN RIGHTS & COMMUNITY GOVERNANCE ON PROJECTS

We are committed to serving as a strong community partner, actively working to help ensure the communities we operate in are valued, respected, and treated equitably and fairly. We also embrace environmental justice principles that ensure meaningful involvement in the communities we serve, regardless of race, color, national origin, or income.

On large projects, we collaborate with our customers to establish management systems, such as community engagement plans, that identify key stakeholders, address community concerns in project planning, and monitor stakeholder reactions throughout the project. Community engagement plans include the provision of training, mentorship programs, and employment opportunities to communities in the areas where we work. These management systems also include public comment periods and community complaint response procedures. Multiple methods are used to gather stakeholder input, including face-to-face meetings, suggestion boxes, email, a toll-free, anonymous ethics line, and regular meetings with affected communities.

APPENDIX



APPENDIX

IN THIS SECTION

- 102 Sustainability Data Metrics
- 108 SASB Index
- 110 GRI Standards Content Index
- 118 TCFD Index
- 122 SDG Index

Quanta aligns its sustainability reporting against multiple globally recognized sustainability indexes to give our investors and other key stakeholders a transparent account of our progress and a holistic view of our approach and achievements. These standards include the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and Task Force on Climate-related Financial Disclosures (TCFD), as well as the UN Sustainable Development Goals (SDGs).

SUSTAINABILITY DATA METRICS

Below is a consolidated set of sustainability metrics aligned with broader reporting standards for the last five years that demonstrate our wider impact on society as the energy transition unfolds. We are proud this year to have added new environmental-related metrics associated with certain Scope 3 emissions categories. As our sustainability program further matures, we look forward to disclosing additional metrics that are aligned with our strategy.

	UNIT	2019	2020	2021	2022	2023
IMPACT ON SOCIETY						
FINANCIAL CLIMATE CHANGE-RELATED REVENUES						
Renewable energy infrastructure solutions revenues ¹	Million USD	\$775	\$1,305	\$1,825	\$3,779	\$6,170
Emergency restoration services revenues ²	Million USD	\$190	\$444	\$452	\$331	\$310
RENEWABLES						
CONSTRUCTION						
Utility-scale wind and solar power constructed ³	Installed capacity, MW	—	—	6,587	4,591	3,276
Utility-scale battery storage constructed ⁴	Installed capacity, MW	—	50	1,009	436	1,026
EV CHARGING INFRASTRUCTURE						
EV charging	Installed capacity, MW	—	—	—	30	33
	UNIT	2019	2020	2021	2022	2023
ENVIRONMENTAL (PLANET)						
ENERGY CONSUMPTION						
DIRECT ENERGY CONSUMPTION (SCOPE 1), VEHICLE FUEL						
Diesel fuel	TJ	5,947	4,851	5,605	7,348	8,649
Gasoline	TJ	2,676	2,500	2,776	3,419	4,113
Liquefied natural gas (LNG)	TJ	52	56	59	84	76
Aviation fuel	TJ	66	271	284	334	360
Total vehicle fleet energy consumption	TJ	8,741	7,678	8,724	11,185	13,198
FACILITY ENERGY USE						
Natural gas ⁵	TJ	26.8	26.5	26.2	33.7	41.6

	UNIT	2019	2020	2021	2022	2023
ENVIRONMENTAL (PLANET)						
ENERGY CONSUMPTION, CONTINUED						
FACILITY-PURCHASED ELECTRICITY						
Indirect energy consumption (Scope 2), facility-purchased electricity ⁵	TJ	22.8	27.1	35.3	59.8	71.6
TOTAL ENERGY CONSUMPTION						
Scope 1 energy consumption	TJ	8,768	7,705	8,750	11,219	13,240
Scope 2 energy consumption	TJ	22.8	27.1	35.3	59.8	71.6
Scope 1 and 2 energy consumption, total	TJ	8,790	7,732	8,785	11,279	13,312
GREENHOUSE GAS (GHG) EMISSIONS						
VEHICLE FUEL						
Diesel fuel	Metric tons CO ₂ e	444,771	362,763	419,154	549,122	646,370
Gasoline	Metric tons CO ₂ e	198,588	185,540	206,031	253,604	305,050
Liquefied natural gas (LNG)	Metric tons CO ₂ e	2,953	3,184	3,356	4,794	4,320
Aviation fuel	Metric tons CO ₂ e	4,908	20,161	21,154	24,850	26,793
Total vehicle fleet emissions	Metric tons CO₂e	651,219	571,648	649,694	832,370	982,533
FACILITY ENERGY USE						
Natural gas	Metric tons CO ₂ e	1,347	1,333	1,317	1,700	1,965
FACILITY-PURCHASED ELECTRICITY						
Scope 2 CO ₂ emissions, location-based	Metric tons CO ₂ e	2,951	3,008	3,469	5,745	7,546
Scope 2 CO ₂ emissions, market-based	Metric tons CO ₂ e	2,951	3,008	3,469	5,154	6,995
TOTAL DIRECT & INDIRECT EMISSIONS						
Scope 1 emissions	Metric tons CO ₂ e	652,566	572,981	651,011	834,070	984,498
Scope 2 emissions, location-based	Metric tons CO ₂ e	2,951	3,008	3,469	5,745	7,546
Scope 1 and 2 emissions, total	Metric tons CO₂e	655,517	575,989	654,480	839,815	992,044
Offset emissions (Scope 1)	Metric tons CO ₂ e	—	552	1,547	2,808	1,560
ENERGY & EMISSIONS INTENSITY						
Scope 2 energy intensity	g CO ₂ e/MJ	129.4	111.0	98.3	96.1	105.4
Vehicle fleet emissions intensity	g CO ₂ e/USD revenue	53.8	51.0	50.1	48.8	47.1
Scope 1 CO ₂ emissions intensity, total	g CO ₂ e/USD revenue	53.9	51.1	50.2	48.9	47.1
Scope 1 and 2 CO₂ emissions intensity, total	g CO₂e/USD revenue	54.1	51.4	50.4	49.2	47.5
SCOPE 3 GREENHOUSE GAS EMISSIONS						
Category 3: Fuel and Energy Related Activities	Metric tons CO ₂ e	—	—	—	—	214,325
Category 6: Business Travel	Metric tons CO ₂ e	18,471	13,307	16,429	20,359	29,199
Category 7: Employee Commuting	Metric tons CO ₂ e	52,586	41,227	52,561	54,385	65,738
Category 8: Upstream Leased Assets ⁶	Metric tons CO ₂ e	—	—	—	—	12,694

	UNIT	2019	2020	2021	2022	2023
ENVIRONMENTAL (PLANET)						
► PROGRESS TOWARD CLIMATE COMMITMENTS						
RENEWABLE ENERGY⁷						
Renewable energy installed since 2021, cumulative	GW	—	—	—	—	17.0
Progress towards 2035 goal (100 GW installed)		—	—	—	—	17.0%
SCOPE 1 CO₂ INTENSITY						
Scope 1 emissions intensity	g CO ₂ e/USD revenue	—	—	—	—	47.1
Emissions intensity reduced since 2019		—	—	—	—	12.5%
Progress toward 2040 goal (30% reduction)		—	—	—	—	42%
PROPERTIES⁸						
Facility electricity usage covered by renewable energy certificates (REC) purchases		—	—	—	—	100%
► OTHER TAILPIPE EMISSIONS						
Nitrogen oxides (NOx)	Metric tons	953	975	1,101	1,084	984
Sulfur oxides (SOx)	Metric tons	5.0	5.1	5.3	4.7	4.2
Particulate matter (PM10)	Metric tons	75	78	91	90	82
Nitrogen oxides (NOx) emissions intensity	g NOx/million USD revenue	79	87	85	63	47
Sulfur oxides (SOx) emissions intensity	g SOx/million USD revenue	0.4	0.5	0.4	0.3	0.2
Particulate matter (PM10) emissions intensity	g PM10/million USD revenue	6.2	7.0	7.0	5.3	3.9
► WATER						
Total water intake, Quanta facilities ⁹	Thousand gallons	22,161	24,136	30,390	36,145	39,785
Water intensity, Quanta facilities	Gallons/thousand USD revenue	1.8	2.2	2.3	2.1	1.9
► WASTE						
HAZARDOUS WASTE						
Electronic waste, recycled	Pounds	8,392	1,347	4,365	8,592	28,363
NON-HAZARDOUS WASTE						
Used engine oil	Gallons	—	—	—	71,040	90,187

	UNIT	2019	2020	2021	2022	2023
ENVIRONMENTAL (PLANET)						
► BIODIVERSITY						
Total area, Quanta facilities ¹⁰	Acres	—	—	—	7,865	8,507
Total area impacted, major transmission projects ¹¹	Acres	—	—	—	49,785	79,580
Total area impacted, major pipeline projects ¹¹	Acres	—	—	—	22,975	9,085
SOCIAL (PEOPLE)						
► HEADCOUNT						
HEADCOUNT BY REGION¹²						
U.S.		29,813	29,731	36,845	40,069	50,606
Canada		5,248	3,720	5,264	4,936	4,147
Australia		541	660	812	1,535	1,078
Rest of the world, total		4,706	1,686	782	722	558
Approximate total number of employees		40,308	35,797	43,703	47,262	56,389
► DIVERSITY (U.S. ONLY)						
EMPLOYEE DIVERSITY¹²						
Female employees as share of total workforce		8%	9%	10%	10%	10%
Female employees in management and professional roles		13%	14%	14%	14%	14%
Overall employee ethnic diversity		34%	27%	32%	38%	37%
Ethnic diversity in management and professional roles		23%	22%	24%	29%	31%
DIVERSE PROCUREMENT						
Diverse vendor spend ¹³	Million USD	—	\$679	\$742	\$1,117	\$1,377
DIVERSE VENDORS						
Total unique diverse vendors used		—	—	—	1,935	1,992
Women-owned business		—	—	—	601	563
Veteran-owned business		—	—	—	133	128
Small disadvantaged business		—	—	—	326	324
8(a) small business		—	—	—	900	1,105
Minority-owned business		—	—	—	358	334
► COMMUNITY						
Community impact spend	Million USD	—	—	—	\$7.7	\$9.6

UNIT	2019	2020	2021	2022	2023
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SOCIAL (PEOPLE)

SAFETY

"Stuff That Kills You" (STKY) actual rate ¹⁴	0.242	0.210	0.163	0.125	0.112
Total number of automated external defibrillators (AEDs) deployed to job sites	9,129	10,278	11,156	13,152	16,738
Total number of lives saved due to deployed automated external defibrillators (AEDs)	26	29	33	39	43
Total recordable incident rate (TRIR)	—	—	0.98	0.89	0.90
Consolidated lost time injury rate (LTIR)	—	—	0.26	0.24	0.23

TRAINING

NORTHWEST LINEMAN COLLEGE¹⁵

Veterans trained (campus career programs)	19%	20%	19%	16%	13%
Minority students trained (campus career programs)	26%	29%	31%	30%	34%
Female students trained (campus career programs)	0%	1%	1%	1%	1%
Total number of students trained, mobile training programs	6,529	5,553	6,570	9,165	12,000
Total number of students trained, apprenticeship programs	4,558	4,678	5,072	5,828	6,552
Total number of students trained, career training programs	2,000	2,249	2,666	2,649	2,548
Total number of students trained (campus and mobile training programs)	13,087	12,480	15,123	17,642	21,100

QUANTA ADVANCED TRAINING CENTER¹⁶

Total number of students trained	1,420	801	1,341	1,298	1,563
Total number of training days	17,356	12,453	19,658	24,293	26,137

STRONGHOLD UNIVERSITY¹⁷

Total number of students trained	—	1,697	5,258	7,421	7,937
Total number of training days	—	2,122	6,573	5,566	9,327

	2019	2020	2021	2022	2023
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GOVERNANCE (PRINCIPLES)

BOARD DIVERSITY

Female	20%	20%	30%	30%	27%
Minority	10%	10%	10%	10%	27%

OPERATING COMPANY SUSTAINABILITY

Average operating company sustainability metric score ¹⁸	—	—	—	56.8	61.4
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¹ Quanta's Renewable Energy Infrastructure Solutions segment provides comprehensive infrastructure solutions to customers involved in the renewable energy industry. Services include engineering, procurement, new construction, repowering, and repair and maintenance for generation facilities, such as utility-scale wind, solar generation, hydropower generation, and battery storage facilities, as well as engineering and construction services for substations, switchyards, transmission, and other electrical infrastructure needed to interconnect renewable energy generation and battery storage facilities.

² Emergency restoration services generally includes, among other things, the repair of infrastructure damaged by extreme weather events, including hurricanes, severe storms, snowstorms, tornadoes, wildfires, and inclement weather.

³ Data includes delivered projects only, including wind repower projects.

⁴ Data includes delivered projects only.

⁵ Natural gas and electricity consumed on-site at Quanta-owned and -leased facilities. Values were restated to align with GHG Protocol guidance for the selected organizational boundary. Under the financial control approach, Quanta-owned and -leased facilities are reported as Scope 2, whereas purchased electricity and natural gas from facilities under operating leases are reported as Scope 3, Category 8.

⁶ Purchased electricity and natural gas from facilities under operating leases

⁷ This goal is applicable to balance of plant renewables construction projects only and includes new wind, wind repower, solar, battery storage, EV charging, hydrogen, and RNG projects. Only projects delivered within a calendar year are considered. Front-end service projects that don't include full construction as well as substation and transmission projects that connect to renewable facilities are not considered part of this goal.

⁸ This goal is applicable to Quanta North American operations only.

⁹ Consumption of water at Quanta-owned and -leased facilities

¹⁰ Quanta-owned and -leased facilities

¹¹ Projects greater than 100 miles in length

¹² Representation data as of November 30 of each calendar year

¹³ A diverse vendor is generally a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group.

¹⁴ "STKY actual events" are events that are considered life-threatening, life-altering, or life-ending. STKY actual rate equals total number of STKY actual events, multiplied by 1,000,000, and divided by total work hours. STKY actual rates for 2019 to 2022 have been restated to reflect an updated definition of STKY actual events.

¹⁵ Includes training of both Quanta and non-Quanta-based employees.

¹⁶ Training of Quanta employees only

¹⁷ Stronghold University opened in May 2020.

¹⁸ Score is out of 100.

Estimates & Assumptions

The preparation of the information included in this report, including, among other things, emissions and energy usage data, workforce data, and specific project metrics, requires the use of estimates and assumptions. As a result, such information may be inaccurate, and there is no assurance that such information will not need to be revised in connection with our publication of any future reports. Moreover, statements in this report may be based on standards or methodologies that are still developing and for which internal controls and processes are continuing to evolve. Additionally, Quanta's methodology for determining any such information may not be comparable to the methodology utilized by other companies or third parties. Further, certain statements are based on third-party data, estimates, or standards which Quanta has not independently verified or reviewed. While estimates and assumptions used are believed to be reasonable at the time of preparation, the inclusion of projections and estimates in this report should not be regarded as guarantees. Our disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in governmental policies, or other factors which may be beyond control. The inclusion of projections and estimates in this report should not be regarded as an indication that Quanta considered or considers such information to be a reliable prediction of future events.

The information contained in this report has not been audited by an independent auditor, and Quanta has only obtained a limited assurance review for our Scope 1 and 2 emissions greenhouse gas inventory. This report is prepared as a reference tool, and Quanta may elect to modify the format or discontinue publication of such reports at any time without notice.

Materiality

The discussion of materiality or significance, including discussion of material or significant ESG matters, is not an indication that such information, topics, matters, or issues are necessarily material to Quanta's investors under the federal securities law's definition of materiality in general or pursuant to disclosure or reporting requirements in connection with the rules and regulations of the Securities and Exchange Commission.

SASB INDEX

The Sustainability Accounting Standards Board (SASB) is an organization that sets independent standards to encourage the disclosure of relevant sustainability information to cater to the demands of investors. In the table provided below, you can find specific indicators from the SASB standards for the Engineering & Construction Services industry.

ACCOUNTING METRIC	CATEGORY	CODE	DISCLOSURE OR LOCATION
ENVIRONMENTAL IMPACTS OF PROJECT DEVELOPMENT			
Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	IF-EN-160A.1	Not disclosed. Quanta is reviewing the feasibility of capturing and reporting such data for future disclosure.
Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion & Analysis	IF-EN-160A.2	Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Serving & Strengthening Our Communities & Employees, p. 62 Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Ethics & Integrity: Responsible Governance, p. 88
STRUCTURAL INTEGRITY & SAFETY			
Amount of defect- and safety-related rework costs	Quantitative	IF-EN-250A.1	Not disclosed. Quanta is reviewing the feasibility of capturing and reporting such data for future disclosure.
Total amount of monetary losses because of legal proceedings associated with defect- and safety-related incidents	Quantitative	IF-EN-250A.2	Not disclosed. Quanta is reviewing the feasibility of capturing and reporting such data for future disclosure.
WORKFORCE HEALTH & SAFETY			
Total recordable incident rate (TRIR) and fatality rate for direct employees and contract employees	Quantitative	IF-EN-320A.1	For the 2023 performance year, the Company's consolidated TRIR was 0.90, and the Company's consolidated lost time injury rate was 0.23.
LIFECYCLE IMPACTS OF BUILDINGS & INFRASTRUCTURE			
Number of commissioned projects certified to a third-party multi-attribute sustainability standard and active projects seeking such certification	Quantitative	IF-EN-410A.1	Not disclosed. Quanta is reviewing the feasibility of capturing and reporting such data for future disclosure. Quanta does not determine if the work it performs will be certified to a third-party multi-attribute sustainability standard and may not be aware if a client or project owner is seeking such certification.
Discussion of the process to incorporate operational phase energy and water efficiency considerations into project planning and design	Discussion & Analysis	IF-EN-410A.2	Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Environmental & Circular Economy Management: Restoring & Protecting, p. 76

ACCOUNTING METRIC	CATEGORY	CODE	DISCLOSURE OR LOCATION
CLIMATE IMPACTS OF BUSINESS MIX			
Amount of backlog for hydrocarbon-related projects and renewable energy projects	Quantitative	IF-EN-410B.1	Amount of backlog for hydrocarbon-related projects on 12/31/23: 22% of total backlog of \$30.11 billion Amount of backlog for renewable energy projects on 12/31/23: 27% of total backlog of \$30.11 billion
Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	IF-EN-410B.2	Not disclosed. Quanta is reviewing the feasibility of capturing and reporting such data for future disclosure.
Amount of backlog for non-energy projects associated with climate change mitigation	Quantitative	IF-EN-410B.3	Quanta performs a significant number of services associated with system modernization, electrical grid hardening, renewable energy facilitation, and various other electrification initiatives that have a favorable impact on climate change mitigation. Amount of backlog for Electric Power Infrastructure Solutions projects on 12/31/23: 51% of total backlog of \$30.11 billion
BUSINESS ETHICS			
Number of active projects and backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	IF-EN-510A.1	Active projects: 0 Backlog: \$0
Total amount of monetary losses as a result of legal proceedings associated with charges of bribery or corruption and anti-competitive practices	Quantitative	IF-EN-510A.2	Bribery or corruption losses: \$0 Anti-competitive practices losses: \$0
Description of policies and practices for prevention of bribery and corruption, and anti-competitive behavior in the project bidding processes	Discussion & Analysis	IF-EN-510A.3	Ethics & Integrity: Responsible Governance, p. 88
ACTIVITY METRICS			
Number of active projects	Quantitative	IF-EN-000.A	35,073
Number of commissioned projects	Quantitative	IF-EN-000.B	16,908
Total backlog	Quantitative	IF-EN-000.C	\$30.11 billion

GRI STANDARDS CONTENT INDEX

We report against the Global Reporting Initiative (GRI) Standards, the most widely used framework for reporting environmental, social, and governance (ESG) issues. The report has been prepared with references to 2024, 2021, 2018, and 2016 GRI Standards (GRI 1: Foundation 2021).

DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	
2-1 Organizational details	Quanta Services, Inc., a Delaware corporation 2023 Annual Report on Form 10-K Cover Page
2-2 Entities included in the organization's sustainability reporting	2023 Annual Report on Form 10-K Part IV, Item 15, Exhibits and Financial Statement Schedules, Exhibit 21.1, Subsidiaries
2-3 Reporting period, frequency, and contact point	Fiscal Year 2023; annual; Grant Forman, gforman@quantaservices.com
2-4 Restatements of information	Emergency Restoration Services Revenues were restated for 2019 to 2021 to include additional revenue. Utility-scale wind and solar power constructed were restated for 2021 to 2022 to include additional installed capacity. Utility-scale battery storage constructed was restated for 2022 to include additional installed capacity. 2019 to 2022 Scope 1 and Scope 2 emissions related to facility energy use were restated to align with the GHG Corporate Value Chain (Scope 3) Accounting and Reporting Standard's guidance for reporting emissions from leased assets under the financial control approach and updated emission factors. "Stuff That Kills You" (STKY) actual rates were restated for 2019 to 2022 to align with updated definitions.
2-5 External assurance	Our Scope 1 and 2 greenhouse gas (GHG) emissions are verified by a third party, Apex Companies LLC, using the "ISO 14064-3: Greenhouse Gases Part 3" specification standard.
2-6 Activities, value chain, and other business relationships	2023 Annual Report on Form 10-K Part I, Item 1, Business
2-7 Employees	2023 Annual Report on Form 10-K Part I, Item 1, Business
2-8 Workers who are not employees	2023 Annual Report on Form 10-K Part I, Item 1, Business
2-9 Governance structure and composition	Board of Directors Committees of the Board of Directors Corporate Governance Guidelines 2024 Proxy Statement Corporate Governance
2-10 Nomination and selection of the highest governance body	2024 Proxy Statement Quanta Board of Directors
2-11 Chair of the highest governance body	Board of Directors 2024 Proxy Statement Quanta Board of Directors

DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021, CONTINUED	
2-12 Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement Corporate Governance The Board's Role in Risk Oversight
2-13 Delegation of responsibility for managing impacts	Board of Directors Governance and Nominating Committee Charter 2024 Proxy Statement Corporate Governance Committees of the Board
2-14 Role of the highest governance body in sustainability reporting	Board of Directors Governance and Nominating Committee Charter 2024 Proxy Statement Corporate Governance Committees of the Board
2-15 Conflicts of interest	Code of Conduct 2024 Proxy Statement Corporate Governance Board Independence 2024 Proxy Statement Certain Transactions Review of Related Party Transactions
2-16 Communication of critical concerns	Board of Directors Audit Committee Charter Code of Conduct Corporate Governance Guidelines
2-17 Collective knowledge of the highest governance body	2024 Proxy Statement Quanta Board of Directors
2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement Corporate Governance Board and Committee Evaluations
2-19 Remuneration policies	2024 Proxy Statement Compensation Discussion & Analysis
2-20 Process to determine remuneration	2024 Proxy Statement Compensation Discussion & Analysis
2-21 Annual total compensation ratio	2024 Proxy Statement Executive Compensation Chief Executive Officer Pay Ratio
2-22 Statement on sustainable development strategy	Forging the Future, p. 8 SDG Index, p. 122
2-23 Policy commitments	Code of Conduct
2-24 Embedding policy commitments	Code of Conduct
2-25 Processes to remediate negative impacts	Quanta does not report a process to remediate negative impacts.
2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct
2-27 Compliance with laws and regulations	Code of Conduct
2-28 Membership associations	American Clean Power Association American Council on Renewable Energy American Gas Association Americans for a Clean Energy Grid Edison Electric Institute Greater Houston Partnership National Electrical Contractors Association Solar Energy Industries Association U.S. Business Roundtable

DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021, CONTINUED	
2-29 Approach to stakeholder engagement	2024 Proxy Statement Corporate Governance Engagement and Communications with the Board
2-30 Collective bargaining agreements	2023 Annual Report on Form 10-K Part I, Item 1, Business 2023 Annual Report on Form 10-K Part II, Item 8, Financial Statements and Supplementary Data
GRI 3: MATERIAL TOPICS 2021	
3-1 Process to determine material topics	Materiality, p. 10
3-2 List of material topics	Materiality, p. 10
3-3 Management of material topics	Materiality, p. 10
GRI 201: ECONOMIC PERFORMANCE 2016	
201-1 Direct economic value generated and distributed	2023 Annual Report on Form 10-K Part I, Item 1, Business
201-2 Financial implications and other risks and opportunities due to climate change	2023 Annual Report on Form 10-K Part I, Item 1, Business 2023 Annual Report on Form 10-K Part I, Item 1A, Risk Factors 2023 Annual Report on Form 10-K Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations
201-3 Defined benefit plan obligations and other retirement plans	2023 Annual Report on Form 10-K Part II, Item 8, Financial Statements and Supplementary Data
201-4 Financial assistance received from government	Quanta does not receive financial assistance from government.
GRI 202: MARKET PRESENCE 2016	
202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	Quanta does not report ratios of standard entry-level wage by gender compared to local minimum wage.
202-2 Proportion of senior management hired from the local community	Quanta does not report proportion of senior management hired from the local community.
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	
203-1 Infrastructure investments and services supported	2023 Annual Report on Form 10-K Part I, Item 1, Business
203-2 Significant indirect economic impacts	Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16
GRI 204: PROCUREMENT PRACTICES 2016	
204-1 Proportion of spending on local suppliers	Quanta does not report proportion of spending on local suppliers.
GRI 205: ANTI-CORRUPTION 2016	
205-1 Operations assessed for risks related to corruption	Ethics & Integrity: Responsible Governance, p. 88
205-2 Communication and training about anti-corruption policies and procedures	Ethics & Integrity: Responsible Governance, p. 88
205-3 Confirmed incidents of corruption and actions taken	Quanta investigates all allegations of fraud and corruption, and any substantiated allegations result in appropriate discipline and remedial action.
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Quanta is not aware of any anti-competitive legal actions in which it has been identified as a participant in 2023.

DISCLOSURE	LOCATION
GRI 207: TAX 2019	
207-1 Approach to tax	2023 Annual Report on Form 10-K Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations
207-2 Tax governance, control, and risk management	2024 Proxy Statement Corporate Governance The Board's Role in Risk Oversight
207-3 Stakeholder engagement and management of concerns related to tax	2024 Proxy Statement Corporate Governance Engagement and Communications with the Board
207-4 Country-by-country reporting	2023 Annual Report on Form 10-K Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations
GRI 301: MATERIALS 2016	
301-1 Materials used by weight or volume	Because Quanta performs specialty contractor work for customers, we do not report materials used by weight or volume.
301-2 Recycled input materials used	Because Quanta performs specialty contractor work for customers, we do not report recycled input materials used.
301-3 Reclaimed products and their packaging materials	Because Quanta performs specialty contractor work for customers, we do not report reclaimed products and their packaging materials.
GRI 302: ENERGY 2016	
302-1 Energy consumption within the organization	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
302-2 Energy consumption outside of the organization	Quanta does not report on energy consumption outside of the organization.
302-3 Energy intensity	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
302-4 Reduction of energy consumption	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
302-5 Reductions in energy requirements of products and services	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
GRI 303: WATER & EFFLUENTS 2018	
303-1 Interactions with water as a shared resource	Environmental & Circular Economy Management: Restoring & Protecting, p. 76
303-2 Management of water discharge-related impacts	Environmental & Circular Economy Management: Restoring & Protecting, p. 76
303-3 Water withdrawal	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
303-4 Water discharge	Quanta does not report water discharge.
303-5 Water consumption	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
GRI 304: BIODIVERSITY 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Quanta does not report operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.
304-2 Significant impacts of activities, products, and services on biodiversity	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102

DISCLOSURE

LOCATION

GRI 304: BIODIVERSITY 2016, CONTINUED

304-3	Habitats protected or restored	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Quanta does not quantify IUCN Red List species and national conservation list species with habitats in areas affected by operations.

GRI 305: EMISSIONS 2016

305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
305-2	Energy indirect (Scope 2) GHG emissions	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Data Metrics, p. 102
305-4	GHG emissions intensity	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
305-5	Reduction of GHG emissions	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
305-6	Emissions of ozone-depleting substances (ODS)	Quanta does not report emissions of ozone-depleting substances (ODS).
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Data Metrics, p. 102

GRI 306: WASTE 2020

306-1	Waste generation and significant waste-related impacts	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
306-2	Management of significant waste-related impacts	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
306-3	Waste generated	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
306-4	Waste diverted from disposal	Quanta does not report waste diverted from disposal.
306-5	Waste directed to disposal	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1	New suppliers that were screened using environmental criteria	Ethics & Integrity: Responsible Governance, p. 88
308-2	Negative environmental impacts in the supply chain and actions taken	Ethics & Integrity: Responsible Governance, p. 88

GRI 401: EMPLOYMENT 2016

401-1	New employee hires and employee turnover	Quanta does not report on new employee hires and employee turnover.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Careers Pay & Benefits
401-3	Parental leave	Quanta does not report parental leave data.

GRI 402: LABOR & MANAGEMENT RELATIONS 2016

402-1	Minimum notice periods regarding operational changes	Quanta does not report minimum notice periods regarding operational changes.
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DISCLOSURE

LOCATION

GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018

403-1	Occupational health and safety management system	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-2	Hazard identification, risk assessment, and incident investigation	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-3	Occupational health services	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-4	Worker participation, consultation, and communication on occupational health and safety	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-5	Worker training on occupational health and safety	2023 Annual Report on Form 10-K Part I, Item 1, Business Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-6	Promotion of worker health	2023 Annual Report on Form 10-K Part I, Item 1, Business Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108

DISCLOSURE	LOCATION
GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018, CONTINUED	
403-8 Workers covered by an occupational health and safety management system	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-9 Work-related injuries	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-10 Work-related ill health	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108
GRI 404: TRAINING & EDUCATION 2016	
404-1 Average hours of training per year per employee	Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102
404-2 Programs for upgrading employee skills and transition assistance programs	2023 Annual Report on Form 10-K Part I, Item 1, Business
404-3 Percentage of employees receiving regular performance and career development reviews	Quanta does not report percentage of employees receiving regular performance and career development reviews.
GRI 405: DIVERSITY & EQUAL OPPORTUNITY 2016	
405-1 Diversity of governance bodies and employees	Driving Organizational Impact: Diversity & Inclusion, p. 54 Ethics & Integrity: Responsible Governance, p. 88 Sustainability Data Metrics, p. 102
405-2 Ratio of basic salary and remuneration of women to men	Quanta does not report ratio of basic salary and remuneration of women to men.
GRI 406: NON-DISCRIMINATION 2016	
406-1 Incidents of discrimination and corrective actions taken	Quanta does not report incidents of discrimination and corrective actions taken.
GRI 407: FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ethics & Integrity: Responsible Governance, p. 88
GRI 408: CHILD LABOR 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics & Integrity: Responsible Governance, p. 88

DISCLOSURE	LOCATION
GRI 409: FORCED OR COMPULSORY LABOR 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics & Integrity: Responsible Governance, p. 88
GRI 410: SECURITY PRACTICES 2016	
410-1 Security personnel trained in human rights policies or procedures	Quanta does not have security personnel trained in human rights policies or procedures.
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	
411-1 Incidents of violations involving rights of Indigenous peoples	Quanta is not aware of any incidents of violations involving rights of Indigenous peoples.
GRI 413: LOCAL COMMUNITIES 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62
413-2 Operations with significant actual and potential negative impacts on local communities	Quanta is not aware of operations with significant actual and potential negative impacts on local communities.
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	
414-1 New suppliers that were screened using social criteria	Driving Organizational Impact: Diversity & Inclusion, p. 54 Sustainability Data Metrics, p. 102
414-2 Negative social impacts in the supply chain and actions taken	Quanta is not aware of negative social impacts in the supply chain.
GRI 415: PUBLIC POLICY 2016	
415-1 Political contributions	Political Activity
GRI 416: CUSTOMER HEALTH & SAFETY 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
GRI 417: MARKETING & LABELING 2016	
417-1 Requirements for product and service information and labeling	Quanta has no requirements for product and service information and labeling.
417-2 Incidents of non-compliance concerning product and service information and labeling	Quanta is not aware of any incidents of non-compliance concerning product and service information and labeling.
417-3 Incidents of non-compliance concerning marketing communications	Quanta is not aware of any incidents of non-compliance concerning marketing communications.
GRI 418: CUSTOMER PRIVACY 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Quanta is not aware of any substantiated complaints concerning breaches of customer privacy and losses of customer data.

TCFD INDEX

Quanta's reporting on climate-related risks and opportunities is guided by the Task Force on Climate-related Financial Disclosures (TCFD). The TCFD recommends disclosures for corporate reporting, categorized by Governance, Strategy, Risk Management, and Metrics and Targets. This index references Quanta's reporting against the voluntary guidelines of the TCFD. We aim to update our analysis annually.

FOCUS AREA	DISCLOSURE	QUANTA'S RESPONSE
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	Ethics & Integrity: Responsible Governance, p. 88 2024 Proxy Statement Corporate Governance The Board's Role in Risk Oversight
	Describe management's role in assessing and managing climate-related risks and opportunities.	Ethics & Integrity: Responsible Governance, p. 88 2024 Proxy Statement Corporate Governance The Board's Role in Risk Oversight Forging the Future, p. 8
STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Quanta Services CDP Climate Response 2024 2023 Annual Report on Form 10-K Part I, Item 1, Business & Item 1A, Risk Factors Physical Risks: Changes in climate have caused and are expected to continue to cause, among other things, increasing temperatures, rising sea levels, and changes to meteorological and hydrological patterns, as well as impacts to the frequency and intensity of wildfires, hurricanes, floods, droughts, winter storms and other storms, and other severe weather-related events and natural disasters. Our operating results can be significantly influenced by the climates in which we operate and by individual severe weather events, and these changes have and could continue to significantly impact our operating results. A greater amount of rainfall, snow, ice, or other less accommodating weather conditions, as well as an increase in severe weather events and natural disasters, reduces our productivity and causes delays and cancellations of our ongoing projects. For example, hurricanes and tropical storms in the U.S. Gulf Coast region have impacted our ability to perform industrial services operations during certain periods. Physical risks associated with changes in climate have also increased hazards associated with certain of our operations, which in turn has increased the potential for liability and increased the costs associated with such operations. For example, severe drought and high wind speeds have significantly increased the risk of wildfires through our operating locations, which in turn exposes us and other contractors to an increased risk of liability, particularly as these events can be started by electrical power and other infrastructure on which we have performed services.

FOCUS AREA	DISCLOSURE	QUANTA'S RESPONSE
STRATEGY, CONTINUED		
		Given the potentially significant liabilities associated with these events, to the extent we are deemed liable or are otherwise responsible for damages or other amounts associated with a wildfire event, it could have a material adverse impact to our business. Furthermore, these climate conditions have also resulted in increased costs for wildfire-related third-party insurance and reduced the amount insurance carriers are willing to make available to us under such policies. Physical Opportunities: An increase in certain of these physical events, such as hurricanes, tropical storms, wildfires, blizzards, and ice storms, also creates opportunities for us to perform a greater amount of emergency restoration services and can increase customer spending on modernization, grid hardening, and other infrastructure improvements, such as fire hardening programs and storm hardening programs. Additionally, changes in climate could result in more accommodating weather patterns for greater periods of time in certain areas, which may enable us to increase our productivity in those areas. Transition Risks: The increasing focus on climate change has also impacted markets within our Underground Utility and Infrastructure Solutions segment. Certain services within this segment have experienced challenges and could continue to experience challenges related to a transition toward a carbon-neutral economy. For example, concerns about the impact of certain large pipeline projects on the environment, among other things, have contributed to significant delays and cancellations of certain projects in recent years, and as a result of this and other reasons, we have decreased our strategic focus on these service offerings. Furthermore, a longer-term decline in demand for fossil fuels or refined products as a result of climate change concerns and regulation could further negatively impact these projects or negatively impact demand for our midstream and industrial services operations. Transition Opportunities: Climate change has also caused, and is expected to continue to cause, changes in the markets in which we operate. For example, in support of the transition to a reduced carbon economy, utility customers are transitioning toward more sustainable sources of power generation, such as renewables like wind and solar, coupled with battery storage technology, and are replacing aging, less efficient electric power infrastructure. Concerns regarding climate change are also leading to the increased electrification of consumer goods, such as electric vehicles, which is expected to provide continued additional demand for new and expanded electric power infrastructure and the re-engineering of existing electric power infrastructure. We believe these market dynamics and technological advances provide significant opportunities for us, including increased demand for our renewable energy infrastructure services, as well as our portfolio of electric power infrastructure services. Regulatory & Compliance Cost Risk: New legislation or regulation related to climate change could increase our costs. Most significantly, we maintain a large fleet of vehicles and a significant amount of construction machinery. Our fleet costs could significantly increase as a result of regulations related to vehicle emissions and requirements related to transitioning to electric fleet vehicles.

FOCUS AREA	DISCLOSURE	QUANTA'S RESPONSE
STRATEGY, CONTINUED		
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>Forging the Future, p. 8</p> <p>Big Challenges Call for Big Commitments, p. 16</p> <p>Environmental & Circular Economy Management: Restoring & Protecting, p. 76</p> <p>2024 Proxy Statement Corporate Governance The Board's Role in Risk Oversight</p> <p>Quanta Services CDP Climate Response 2024</p>
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Quanta Services CDP Climate Response 2024</p>
RISK MANAGEMENT		
Disclose how the organization identifies, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	<p>Ethics & Integrity: Responsible Governance, p. 88</p> <p>2024 Proxy Statement Corporate Governance The Board's Role in Risk Oversight</p> <p>Quanta Services CDP Climate Response 2024</p>
	Describe the organization's processes for managing climate-related risks.	<p>Ethics & Integrity: Responsible Governance, p. 88</p> <p>2024 Proxy Statement Corporate Governance The Board's Role in Risk Oversight</p> <p>Quanta Services CDP Climate Response 2024</p>
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>Ethics & Integrity: Responsible Governance, p. 88</p> <p>2024 Proxy Statement Corporate Governance The Board's Role in Risk Oversight</p> <p>Quanta Services CDP Climate Response 2024</p>

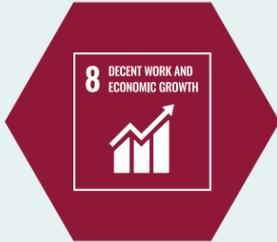
FOCUS AREA	DISCLOSURE	QUANTA'S RESPONSE																																			
METRICS & TARGETS																																					
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Big Challenges Call for Big Commitments, p. 16</p> <p>Quanta Services CDP Climate Response 2024</p>																																			
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>Big Challenges Call for Big Commitments, p. 16</p> <p>Quanta Services CDP Climate Response 2024</p> <table border="1"> <thead> <tr> <th></th> <th>UNITS</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Scope 1 Emissions</td> <td>Metric tons, CO₂e</td> <td>652,566</td> <td>572,981</td> <td>651,011</td> <td>834,070</td> <td>984,498</td> </tr> <tr> <td>Scope 2 Emissions (Location-Based)</td> <td>Metric tons, CO₂e</td> <td>2,951</td> <td>3,008</td> <td>3,469</td> <td>5,746</td> <td>7,546</td> </tr> <tr> <td>Scope 2 Emissions (Market-Based)</td> <td>Metric tons, CO₂e</td> <td>2,951</td> <td>3,008</td> <td>3,469</td> <td>5,746</td> <td>6,995</td> </tr> <tr> <td>Scope 3 Emissions</td> <td>Metric tons, CO₂e</td> <td>71,057</td> <td>54,534</td> <td>68,990</td> <td>74,744</td> <td>321,956</td> </tr> </tbody> </table>		UNITS	2019	2020	2021	2022	2023	Scope 1 Emissions	Metric tons, CO ₂ e	652,566	572,981	651,011	834,070	984,498	Scope 2 Emissions (Location-Based)	Metric tons, CO ₂ e	2,951	3,008	3,469	5,746	7,546	Scope 2 Emissions (Market-Based)	Metric tons, CO ₂ e	2,951	3,008	3,469	5,746	6,995	Scope 3 Emissions	Metric tons, CO ₂ e	71,057	54,534	68,990	74,744	321,956
	UNITS	2019	2020	2021	2022	2023																															
Scope 1 Emissions	Metric tons, CO ₂ e	652,566	572,981	651,011	834,070	984,498																															
Scope 2 Emissions (Location-Based)	Metric tons, CO ₂ e	2,951	3,008	3,469	5,746	7,546																															
Scope 2 Emissions (Market-Based)	Metric tons, CO ₂ e	2,951	3,008	3,469	5,746	6,995																															
Scope 3 Emissions	Metric tons, CO ₂ e	71,057	54,534	68,990	74,744	321,956																															
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Big Challenges Call for Big Commitments, p. 16</p>																																			

SDG INDEX

We understand the significance of the United Nations 2030 Agenda for Sustainable Development and the call to action presented by the UN Sustainable Development Goals (SDGs). These goals urge governments, businesses, and civil society organizations to address our world’s critical challenges. We recognize the pivotal role these goals play in promoting fair, inclusive, and sustainable development. We take pride in outlining our contributions to each SDG and invite our customers, suppliers, and stakeholders to join us in our commitment to advancing this shared blueprint for peace and prosperity for both people and the planet, now and in the future. For more information about how the UN SDGs drive Quanta’s sustainability strategy, see “Forging the Future” on page 8.

GOAL	DESCRIPTION	INFORMATION ON HOW WE ARE CONTRIBUTING
NO POVERTY 	End poverty in all its forms everywhere.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62 Environmental & Circular Economy Management: Restoring & Protecting, p. 76
ZERO HUNGER 	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	Forging the Future, p. 8 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62

GOAL	DESCRIPTION	INFORMATION ON HOW WE ARE CONTRIBUTING
GOOD HEALTH & WELL-BEING 	Ensure healthy lives and promote well-being for all at all ages.	Forging the Future, p. 8 Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62
QUALITY EDUCATION 	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Forging the Future, p. 8 Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62
GENDER EQUALITY 	Achieve gender equality and empower all women and girls.	Forging the Future, p. 8 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62
CLEAN WATER & SANITATION 	Ensure availability and sustainable management of water and sanitation for all.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Serving & Strengthening Our Communities & Employees, p. 62 Environmental & Circular Economy Management: Restoring & Protecting, p. 76

GOAL	DESCRIPTION	INFORMATION ON HOW WE ARE CONTRIBUTING
AFFORDABLE & CLEAN ENERGY		
	Ensure access to affordable, reliable, sustainable, and modern energy for all.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Environmental & Circular Economy Management: Restoring & Protecting, p. 76
DECENT WORK & ECONOMIC GROWTH		
	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62 Environmental & Circular Economy Management: Restoring & Protecting, p. 76
INDUSTRY, INNOVATION & INFRASTRUCTURE		
	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62 Environmental & Circular Economy Management: Restoring & Protecting, p. 76
REDUCED INEQUALITIES		
	Reduce inequality within and among countries.	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62

GOAL	DESCRIPTION	INFORMATION ON HOW WE ARE CONTRIBUTING
SUSTAINABLE CITIES & COMMUNITIES		
	Make cities and human settlements inclusive, safe, resilient, and sustainable.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62 Environmental & Circular Economy Management: Restoring & Protecting, p. 76
RESPONSIBLE CONSUMPTION & PRODUCTION		
	Ensure sustainable consumption and production patterns.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Environmental & Circular Economy Management: Restoring & Protecting, p. 76
CLIMATE ACTION		
	Take urgent action to combat climate change and its impacts.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Environmental & Circular Economy Management: Restoring & Protecting, p. 76
LIFE BELOW WATER		
	Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.	Environmental & Circular Economy Management: Restoring & Protecting, p. 76

GOAL	DESCRIPTION	INFORMATION ON HOW WE ARE CONTRIBUTING
LIFE ON LAND 	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.	Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Environmental & Circular Economy Management: Restoring & Protecting, p. 76
PEACE, JUSTICE & STRONG INSTITUTIONS 	Promote just, peaceful, and inclusive societies.	Ethics & Integrity: Responsible Governance, p. 88
PARTNERSHIPS FOR THE GOALS 	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	Our First 25 Years: Built on Grit & Hard Work, p. 6 Forging the Future, p. 8 Big Challenges Call for Big Commitments, p. 16 Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62 Environmental & Circular Economy Management: Restoring & Protecting, p. 76

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See page 14.

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