



REPEATABLE SUSTAINABLE
BETTER

We are committed to sustainability throughout all we do.
PEOPLE | PLANET | PRINCIPLES

QUANTA SERVICES CORPORATE RESPONSIBILITY TEAR SHEET

REPEATABLE. SUSTAINABLE. BETTER.



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In addition to the Quanta Advanced Training Center, the Lazy Q Ranch in La Grange, Texas, also houses several species of rehabilitated natural flora and serves as the home to various native mammals, reptiles, amphibians and birds, including a pair of Bald Eagles.



DEAR FELLOW STAKEHOLDERS,

At Quanta Services, we are committed to operating in a sustainable manner. Our vision is to be the leading infrastructure solutions provider in the markets we serve, creating exceptional value for all of our stakeholders, including our customers, employees and communities.

To do so, we have developed clear priorities, including keeping our people safe and healthy while maintaining the highest standards of business continuity for our customers. These priorities have been core to who we are as a company since we were founded more than 20 years ago – and they will continue in good times and difficult ones.

As we write this, the world is grappling with unprecedented changes brought on by the COVID-19 pandemic. During these challenging times, meeting the needs of our employees, customers and communities is even more vital. As we continue to support the essential services of our customers, we do so with the health and safety of our employees at the forefront of each decision we make.

We have set very clear strategic imperatives, which have driven us forward over the last several years – and will set the future course of our company as we continue to mature and strengthen.

We are committed to:

- World-class safety and training
- Delivering differentiating solutions to our customers
- Operational excellence
- Attracting, developing and retaining exceptional employees in a diverse and inclusive environment
- Delivering stockholder value
- Maintaining an entrepreneurial culture with appropriate corporate governance

Our industry is dynamic and constantly evolving, and each day brings new opportunities. We are focused on continuing to innovate and lead the sectors in which we operate towards a more sustainable future.

Our priorities are clear – we are guided by what is best for our People and our Planet, in alignment with our unwavering Principles.

Our People

Our people are the heart of Quanta and what differentiates us from our competitors, and we are committed to the health, safety and well-being of our employees, customers and communities.

To ensure employee safety, we have incrementally invested more than \$100 million in workforce development and training initiatives. These include building the Quanta Advanced Training Center, a world-class facility located on a 2,300-acre ranch in La Grange, Texas, as well as acquiring and expanding the largest accredited line worker college in the country, Northwest Lineman College (NLC). NLC currently has four campuses throughout the country, with plans to continue expansion. We commit time, resources and innovation to these measures not only for the sake of Quanta's workforce – but to raise the level of safety and training for the entire industry workforce.

We also collaborate with numerous workforce development partners, including universities, military bases and a diverse array of industry groups, to recruit, hire and train the leading craft-skilled workforce in the industry.

We are continuously advancing our safety and training programs – in order to ensure a safe and qualified workforce for Quanta and the industries we serve. To that end, we developed a new safety program, which has been implemented at our operating companies and has been embraced by a number of our customers. The program was created in partnership with several industry safety experts with the goal of reducing serious and life-ending events.

One significant event on a job site is too many. We are dedicated to changing the way work is performed, through training and safety innovations, to help ensure safe work environments across the industry.

In 2011, we implemented an industry-leading Automated External Defibrillator (AED) program. Quanta's AED program is designed to provide equipment and training to our employees to enhance life-saving response measures in the case of sudden cardiac arrest in the field. We deploy an AED on each of our job sites across North America, which has resulted in numerous lives saved, including those of bystanders and customers.



In 2017, in the wake of Hurricane Harvey, we established Quanta Cares, a non-profit to support Quanta employees impacted by that storm. Employee donations, matched by the company, initially totaled \$1.3 million. Since then, the fund has grown and expanded its mandate and has raised more than \$1.8 million to support employees impacted by other catastrophic events.

And our commitment goes beyond our Quanta employees. With operations throughout North America, we generously give back to the communities where we work and live by donating millions of dollars and volunteering thousands of hours to various non-profit organizations. We focus our efforts primarily on supporting our future through causes that improve education and benefit children – and we choose our charity partners intentionally, to align with the company’s values.

Our Planet

Much of our work takes place outside. Quanta has a reputation for strict compliance with environmental regulations and being a responsible steward of the environment on each job site. As a result, we are often selected for some of the most environmentally sensitive projects: renewable electric transmission projects designed to meet renewable portfolio standards, utility work that supports system modernization and efficiency programs and natural gas pipelines constructed to reduce carbon emissions and support growing renewable generation. Several of our customers rank as top sustainable companies, which is in part due to the environmental and technological support we provide.

We have included in this report several examples of recent projects where we completed the work on time, on budget and with impeccable safety and environmental records.

We also have implemented innovative environmental programs, including partnerships with multiple utility customers to recycle thousands of pieces of electrical infrastructure equipment per year. We continue to work hard to develop initiatives to improve efficiency and reduce the carbon footprint of our equipment and facilities.

Since 2013, we have worked to develop an extensive wildlife management plan at the Quanta Advanced Training Center on the Lazy Q Ranch. We have successfully re-introduced several species of native birds, mammals, reptiles and amphibians on the property, and have rehabilitated multiple varieties of natural flora. This work has brought a pair of Bald Eagles to nest on the shores

of one of our man-made lakes. We also have encouraged local farmers to continue tending land on our property in exchange for supplemental wildlife feed.

Our Principles

We are committed to sustainable governance principles, which stem from our core values and include a robust ethics and compliance program that is applicable to all Quanta employees.

Our core values guide everything we do. They are:

- Safety Always.
- Exceptional People.
- Differentiating Solutions.
- Entrepreneurial Culture.

Our values are not just words on a page. We live them daily. They are inspired by our people, ingrained in our culture – and they motivate every action we take.

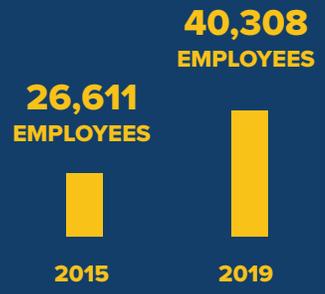
We take our responsibility to contribute to a more sustainable future seriously, as demonstrated by a dedicated management corporate sustainability committee, which has executive-level support and guidance; oversight of our corporate responsibility and sustainability matters by a diverse and experienced Board of Directors; and by linking executive compensation to successful performance of key sustainability metrics.

As our company continues to grow, so will our commitment to positively impact the world around us. We are focused on operating the business for the long-term and expect to continue to distinguish ourselves through safe execution, best-in-class field leadership and innovative solutions. We will continue to think differently, grow and evolve as a sustainable company, committed to our people, our planet – and led by our clearly defined strategy and unwavering principles.

Thank you for your trust and confidence in Quanta Services.

EARL C. "DUKE" AUSTIN, JR.
President & CEO
Quanta Services





Employer of Choice



9.9k+

EMPLOYEES TRAINED IN 2019



\$10m+

COMMUNITY INVESTMENT IN 2019



50k+

STUDENTS TRAINED OVERALL AT NLC



THOUSANDS

OF COMMUNITY VOLUNTEER HOURS IN 2019



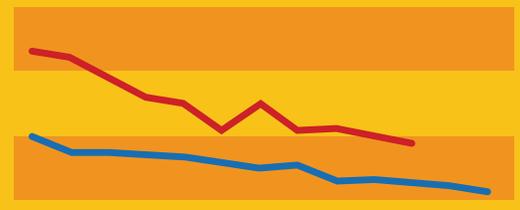
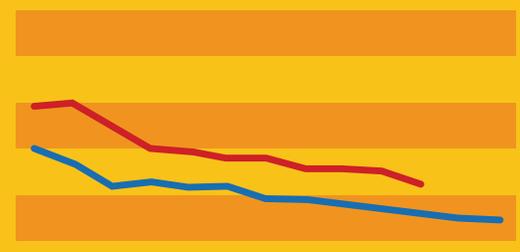
\$100m+

INCREMENTAL INVESTMENT IN TRAINING

Total Injury & Illness Rate

Total Lost Time Incident Rate

Our safety numbers are above industry average year after year.



— INDUSTRY TOTAL RECORDABLE INCIDENT RATE
 — QUANTA TOTAL RECORDABLE INCIDENT RATE

— INDUSTRY LOST TIME INCIDENT RATE
 — QUANTA LOST TIME INCIDENT RATE



SAFETY ALWAYS

The Quanta Standard

Our focus is fixed on safety. It is a core value, and we work hard to get every employee home safely every night. A safe work environment on each job also makes our customers stronger and more efficient. Our focus on safety continues to bolster ingrained, long-standing relationships with our customers.



We're Thinking About Safety Differently

We are in the people business and we know that people are fallible. We always choose prevention, but we realize that mistakes will happen. The question becomes do we have the capacity to absorb failure without causing harm. To be ready, we will plan and execute work assuming that failure could happen at any moment.

We will learn from each job, each mistake and success – to continue getting better in every aspect. Safety is not the complete absence of injuries – it is the presence of capacity. Safety is not just a policy – safety is the core of who we are and always at the forefront of our focus.

Traditional safety practices have greatly reduced the number of workplace injuries during the last several decades, but life-ending events have declined at a slower rate.

To further reduce serious and life-ending events, Quanta partnered with Northwest Lineman College (NLC) and several industry-leading safety organizations and experts to develop a new approach to safety: The Capacity Model™.

This model shifts the focus from simply preventing errors to building in the capacity to absorb errors, without catastrophic injury or death. The model incorporates human performance principles while looking at safety through three categories: prevention, learning and capacity for failure.



FOUNDING MEMBER

Quanta is a founding member of the Electrical Transmission & Distribution (ET&D) OSHA Partnership.



9,456

AED UNITS

Since 2011, Quanta has deployed AED units to each job site.



27

LIVES SAVED

Numerous bystander, customer and crew member lives have been saved since the AED program began.



Initiatives & Projects : Select Examples

Renewable electricity project and world's largest battery

Quanta has completed the Hornsdale Wind Farm, which is a 315MW renewable electricity project, culminating in 99 turbines in Australia. We then constructed the world's largest lithium ion battery, which is connected to the wind farm. Originally constructed at 100MW, the battery was recently upgraded by Quanta to include an additional 50MW of storage power.



EPC Project In Louisiana

Quanta was awarded an EPC contract in early 2015 for the Lake Charles Transmission Project. The team rebuilt 15 miles of 230kV, plus 6.8 miles of 500kV transmission lines for this project. This project was built crossing numerous wetlands and navigable waterbodies in the coastal swamps of Louisiana with zero reportable environmental incidents.





Greening Our Fleet

In Washington state, Quanta began converting an operating company fleet from diesel to LNG beginning in 2013. Using GHG Protocol to compare diesel emissions to LNG emissions (based solely on gallons of LNG fuel consumed), emissions for the converted portion of the fleet have been reduced by at least 53% in both 2018 and 2019.



Micropile Foundation Drills

Quanta has developed foundation installation equipment ideal for environmentally protected sites. The equipment is lightweight and componentized to allow for helicopter transport within national forests and other protected areas where road construction is not permitted. Four-legged leveling platforms support the drill and ancillary equipment, substantially reducing the overall construction footprint.





QUANTA SERVICES 2019 PEOPLE, PLANET AND PRINCIPLES SUMMARY METRICS

The following summary contains relevant environmental, social and governance (ESG) metrics and policies that are integrated throughout Quanta Service’s business.

About Us

Quanta Services is a leading specialized contracting services company, delivering comprehensive infrastructure solutions for the utility, pipeline, energy and communications industries. Quanta’s comprehensive services throughout North America and Australia include designing, installing, repairing and maintaining energy and communications infrastructure. We collaborate with our customers to continually harden and modernize the electricity grid, improving overall safety and allowing the connectivity of renewables. We also mobilize thousands of line workers and field personnel to serve as first responders during hurricanes, wildfires, snow storms and other natural disasters throughout North America.

Quanta Services’ Corporate Responsibility Program Objectives

As society becomes more connected, there is an increasing need for reliable physical, social and environmental infrastructure. While working to meet these evolving infrastructure needs, we focus on the interests of our stakeholders, including our employees, our customers and the communities where we live and work. We believe that by contributing to and collaborating with our people and the world around us, we continue to evolve and grow as an operationally sustainable company. As we mature and strengthen, we keep our people, planet and principles at the forefront – always looking for innovative ways to create a positive impact.

This report integrates the **United Nations Sustainable Development Goals (SDGs)**.

Disclosures that fulfill these standards are noted by indicators within the report. This document covers the period Jan. 1, 2019, through Dec. 31, 2019, unless otherwise noted.

How the UN SDGs Apply to Quanta:

- QUANTA PEOPLE
- QUANTA PLANET
- QUANTA PRINCIPLES



Performance Highlights: People



PEOPLE	INFORMATION
<p>Safety & Emergency Response / Employee, Health and Safety Management</p>	<ul style="list-style-type: none"> Quanta’s enterprise-wide risk management process seeks to identify, manage and monitor safety, health and environmental risks. We are continuously looking to create better safety models for our company and the industry. For more information visit The Capacity Model safety program.
<p>Health & Safety Goals</p>	<ul style="list-style-type: none"> Quanta has an ultimate goal of zero safety incidents and targets annual improvement of total recordable incident rate (“TRIR”) and lost time injury rate (LTIR). From 2008 to 2019, TRIR for Quanta’s consolidated operations has decreased by approximately 69% and LTIR for Quanta’s consolidated operations has decreased every year and by approximately 63% overall, while work hours have increased by approximately 145%.
<p>Health & Safety Initiatives</p>	<ul style="list-style-type: none"> Quanta is a founding member of the Electrical Transmission & Distribution OSHA Partnership, a formal collaboration of industry leaders that sets best practices for line worker safety. Quanta owns and operates Northwest Lineman College, an accredited college offering training programs for careers in the electric power, natural gas distribution and communications industries. NLC is developing further curriculum to educate on environmental policies, procedures and risks. NLC has four campuses across the United States, with plans to add more. Customers and competitors attend NLC events in order to recruit and hire graduates, benefiting not just Quanta companies but providing the entire industry with a safer, better trained workforce. Quanta owns and operates the Quanta Advanced Training Center, a 2,300-acre training facility where, in a controlled environment that is modeled on real-world job sites, employees receive hands-on instruction focusing on safety, skill development, environmental practices and certifications. Quanta has deployed more than 9,400 automated external defibrillators at job sites and facilities, which have been used to save the lives of 27 people, including bystanders and customers.
<p>Human Rights Policy</p>	<ul style="list-style-type: none"> Quanta’s enterprise-wide Human Rights Policy sets forth a commitment to respecting and promoting human rights, as well as the requirements and expectations of employees with respect to these matters. Quanta’s Code of Ethics and Business Conduct includes a commitment to uphold all laws and regulations designed to protect human rights.
<p>Equal Opportunity Policy</p>	<ul style="list-style-type: none"> Quanta’s enterprise-wide Equal Employment Opportunity Policy prohibits discrimination in all aspects of the employment relationship and prohibits retaliation against individuals reporting concerns or violations of the policy. Quanta’s Code of Ethics and Business Conduct requires compliance with all applicable equal employment, discrimination and harassment laws and regulations and protects against hostile working conditions.
<p>Whistleblower Policy</p>	<ul style="list-style-type: none"> Quanta’s Code of Ethics and Business Conduct encourages reporting of ethical concerns and prohibits retaliation against a person who reports a concern in good faith.
<p>Social Investments / Philanthropy</p>	<ul style="list-style-type: none"> Quanta and its operating companies contribute to numerous educational, community development and health / wellness organizations and are developing processes and procedures to aggregate data on these contributions. In 2019, Quanta companies contributed at least \$10 million and thousands of volunteer hours to non-profit partners throughout North America. Since 2017, Quanta (through company contributions and contributions from employees, vendors and other partners) has raised more than \$1.8 million for a relief fund designed to assist employees recovering from natural disasters. In 2017, Quanta invested in a partnership with Sam Houston State University to create the Workforce Development Program. This initiative led to a unique environment that provides students hands-on experience, customized curriculum and internships, benefiting Quanta and the entire industry. We also have several partnerships with universities around the country to recruit, hire and train the workforce of the future. Quanta invests in and supports various workforce and leadership development initiatives, including its training and educational facilities and partnerships with unions, trade associations and military bases. For more information visit the Quanta H.E.R.O.E.S. program.



Performance Highlights: Planet



PLANET INFORMATION

Environmental Management Policy

- Quanta’s enterprise-wide [Environmental Management System](#) is compliant with the International Organization for Standardization and the American Petroleum Institute Safety and Environmental Management System Model.
- As part of our environmental compliance awareness program, the Quanta team proactively assesses the environmental aspects and risks of its leased and owned facilities and performs site visits to ensure implementation of necessary environmental regulations and recommendations.

Processes to Assess and Manage Environmental Risks Associated with Project Design, Siting and Construction

- Quanta is often selected for environmentally sensitive projects due to our expertise, capabilities and experience in this space. We collaborate with customers to proactively address environmental risks associated with project design, siting and construction on a project by project basis.
- Quanta environmental team members also visit and assess job sites at the beginning of a project to better manage risk and implement planning.
- For example, when responsible for siting and design, Quanta typically considers multiple routes and design options in order to reduce the overall environmental impact.
- Quanta provides environmental instruction and training as part of onboarding new employees, as well as in-depth environmental training courses throughout the year at the Quanta Advanced Training Center. Environmental training is also integrated into the Northwest Lineman College curriculum throughout its electric, gas and communications courses.

Emissions Reduction Strategy / Goals and Gross Emissions Measurements

- Quanta understands the importance of tracking and managing greenhouse gas emissions and is developing enterprise-wide processes and procedures to collect reliable data from as many emissions sources as practical, including its vehicle fleet.
- Fleet / Equipment
 - Quanta has begun converting portions of its fleet to LNG and tracking idle time and speed to further reduce emissions, as well as converting our substantial fleet of smaller tools from gas-operated to battery-operated.
 - Quanta Services has installed GPS tracking on the majority of our assets, and our goal is to track all on-road assets by 2021. We capture a variety of data related to fleet optimization, including idle time and speed. With this data, we will be able to better analyze usage and set baselines for fleet greenhouse gas emissions – and then set goals to better optimize asset usage and reduce our carbon footprint. In our first three years of tracking idle time and speed, we have seen improvement as awareness increases along with our percentage of tracking.
 - A percentage of Quanta’s 2020 long-term executive compensation is tied directly to progress in our fleet optimization.
- Facilities
 - Quanta’s corporate headquarters, located at Williams Tower in Houston, Texas, is a LEED Gold and Energy Star rated building.
 - Throughout Quanta’s corporate and operating company offices around North America, we encourage and provide facilities for recycling efforts across a variety of items.

Number of Non-Compliance Incidents with Permits, Standards and Regulations

- Quanta addresses non-compliance matters as they arise – and is developing enterprise-wide processes and procedures to continue to improve the collection of reliable data for material non-compliance incidents.



Performance Highlights: Principles



PRINCIPLES	INFORMATION
Oversight of Corporate Responsibility	<ul style="list-style-type: none"> • Quanta’s Governance and Nominating Committee is responsible for periodically reviewing and discussing with management environmental, social and governance matters and reviewing public reporting on corporate responsibility and sustainability. • Quanta’s Audit Committee periodically reviews and discusses with management legal and ethics compliance matters. • Quanta’s Board periodically reviews and discusses with management safety-related matters.
Independence (%)	<ul style="list-style-type: none"> • 90% • Quanta’s Board of Directors comprises 9 independent officers, along with Quanta’s Chief Executive Officer. The Board is independent within the meaning of the New York Stock Exchange corporate governance listing standards and Quanta’s Corporate Governance Guidelines.
Gender Diversity (%)	<ul style="list-style-type: none"> • 20% • Margaret B. Shannon, Chairman of Quanta’s Governance and Nominating Committee and member of Quanta’s Compensation Committee • Martha B. Wyrsh, appointed in October 2019 and member of Quanta’s Governance and Nominating Committee and Investment Committee
Average Age (years)	<ul style="list-style-type: none"> • 62
Average Tenure (years)	<ul style="list-style-type: none"> • 10.1
Independent Chairman	<ul style="list-style-type: none"> • Quanta has had an independent, non-executive Chairman of the Board since 2013.
Annual election of all directors	<ul style="list-style-type: none"> • Each director on Quanta’s Board is elected by stockholders annually.
Majority voting standard	<ul style="list-style-type: none"> • Directors are elected by a majority of the votes cast with respect to such director in uncontested elections.
Corporate Governance Guidelines	<ul style="list-style-type: none"> • Quanta Services, Inc. Corporate Governance Guidelines
Performance Reviews	<ul style="list-style-type: none"> • Quanta’s Chairman of the Board, together with its Governance and Nominating Committee, coordinates a formal annual evaluation of Quanta’s Board, its members and its committees.
Overboarding Policy	<ul style="list-style-type: none"> • Members of the Board must also be willing to devote sufficient time to carrying out their duties and responsibilities effectively and should be committed to serve for an extended period of time. As such, a Board member should not serve on more than three additional public company boards, and a Board member that is a chief executive officer (or equivalent position) with another public company should not serve on more than one public company board in addition to Quanta’s Board and their own company board.
Retirement Age	<ul style="list-style-type: none"> • Board members will not be nominated for election to the Board if the election would occur after their 73rd birthday; however, the full Board may make exceptions in special circumstances.

BOARD OF DIRECTORS



Performance Highlights: Principles



	PRINCIPLES	INFORMATION
MANAGEMENT	Executive Compensation Tied to Corporate Responsibility	<ul style="list-style-type: none"> With respect to Quanta's 2019 executive compensation program, 20% of target annual cash incentives were based on Quanta's achievement of measurable safety performance goals. With respect to Quanta's 2020 executive compensation program, (i) 20% of target annual cash incentives will be based on achievement of measurable safety performance goals and (ii) 20% of long-term equity incentives will be based on achievement of driving safety and reduction in idle time for equipment. These performance goals align with enterprise-wide commitment to safety, training and sustainability, as well as customer expectations.
	Advisory Vote on Executive Compensation ("Say-on-Pay")	<ul style="list-style-type: none"> Quanta conducts an annual Say-on-Pay vote and each annual vote has resulted in greater than 92% approval, including over 97% approval in 2019.
	Stock Ownership Guidelines	<ul style="list-style-type: none"> We maintain meaningful stock ownership guidelines that align our executives' long-term interests with those of our stockholders and discourage excessive risk-taking.
POLICIES & PROGRAMS	Code of Ethics	<ul style="list-style-type: none"> Quanta's Code of Ethics and Business Conduct requires that all employees act ethically and includes requirements concerning general business ethics, including policies concerning the environment, conflicts of interest, anti-corruption, harassment and discrimination, data security and privacy, and insider trading.
	Anti-Bribery & Corruption Policy	<ul style="list-style-type: none"> Quanta's Anti-Corruption Compliance Policy requires that all employees comply with relevant anti-corruption laws and includes guidance and requirements concerning, among other things, interactions with government officials; provision of gifts, entertainment and hospitality; due diligence on certain high-risk service providers; and charitable and political contributions.
	Supplier Review Procedures	<ul style="list-style-type: none"> Quanta requires that certain high-risk suppliers and service providers undergo pre-engagement due diligence and training.





Performance Highlights: Principles



POLICIES & PROGRAMS

PRINCIPLES

Data Protection and Privacy Policy

INFORMATION

- Quanta’s Global Online Privacy Policy explains how Quanta collects, uses, discloses, and secures personal information through our website or any social media page we maintain.
- Certain of Quanta’s operating companies maintain data privacy and protection policies where appropriate or required, and Quanta is in the process of designing and implementing an enterprise-wide data protection and privacy policy.

Stakeholder Engagement

- Quanta welcomes and values communications from all stockholders and other interested parties.
- We conduct an annual stockholder engagement program focused on ESG related topics, including board structure and oversight of strategy and risk, executive compensation, equity incentive compensation grant practices and corporate responsibility and sustainability. During 2019, in connection with this new program, we contacted stockholders representing greater than 40% of our outstanding common stock as of December 31, 2019.
- We regularly engage and communicate with current and potential shareholders through various investor relations activities, including conferences, meetings, conference calls, investor days and other forms of interaction. Quanta had more than 1,000 interactions with current and potential investors in 2019. Additionally, from time to time we engage outside consultants to perform investor perception studies to gather candid investor feedback about the company.
- **Contact us here:**
KIP RUPP, CFA
Vice President Investor Relations
t: 713-341-7260 | e: investors@quantaservices.com



NLC is the largest accredited line worker school in the U.S., benefiting the entire industry with a safer, better trained workforce.



Quanta collaborates with key utility customers to take down, sort, tag, and recycle electrical infrastructure equipment.



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