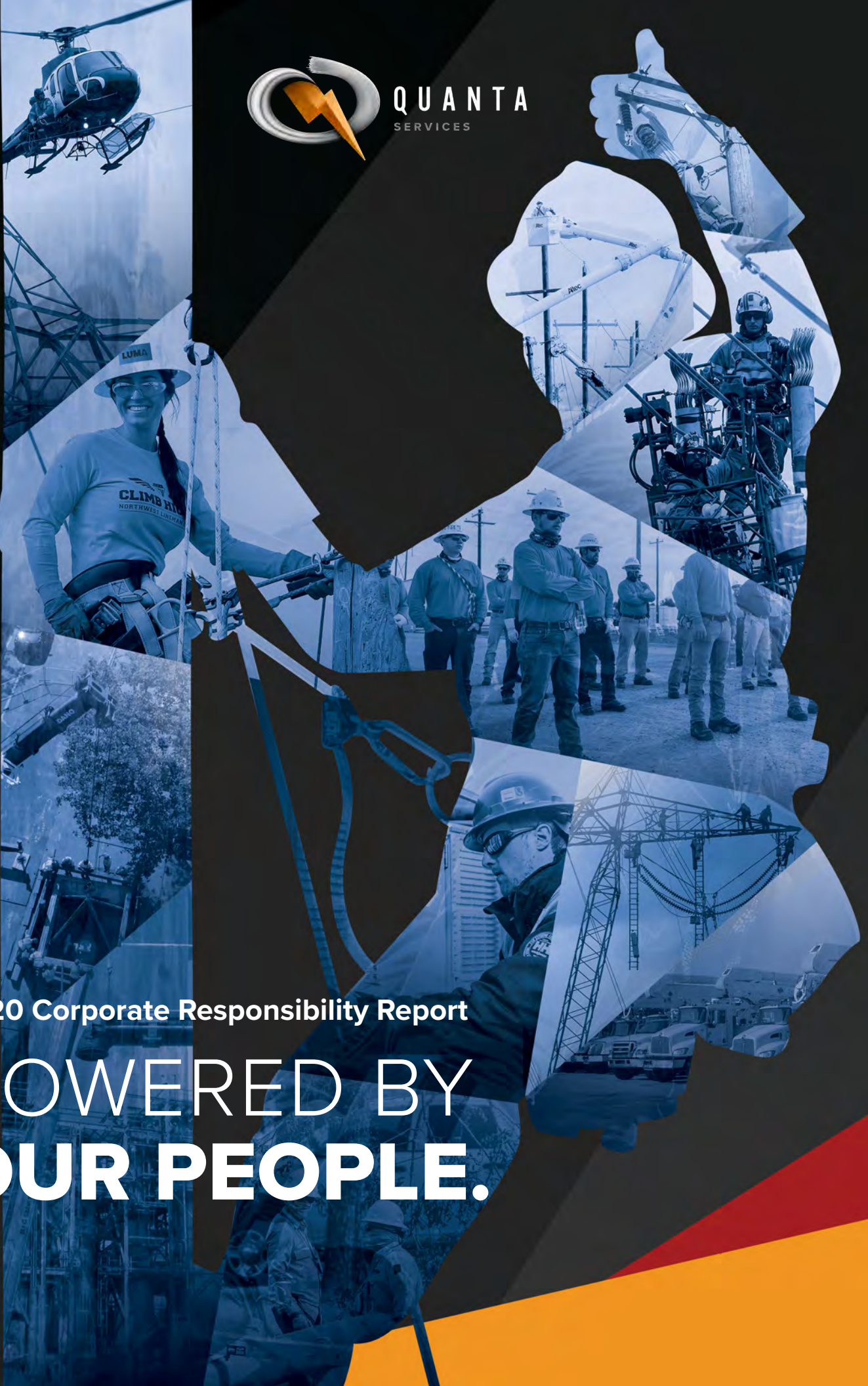




QUANTA
SERVICES



2020 Corporate Responsibility Report

POWERED BY
OUR PEOPLE.

At Quanta, we are enabling the critical infrastructure necessary for a carbon-neutral future.

We provide solutions by collaborating with our customers and continuing to innovate.

We are shaping the way our customers are able to deploy resources.

The move to a carbon-neutral future will require significant infrastructure hardening and modernization — we must have a grid that is built for redundancy to move power around and connect renewables in a sustainable way.

REPEATABLE. SUSTAINABLE. **BETTER.**

At Quanta, we are enabling:

Infrastructure.

Technology.

**A carbon-
neutral future.**

2020 Corporate Responsibility Report

CONTENTS

| | |
|-----------|--|
| | Introduction |
| 4 | A Message from Our CEO |
| | About Quanta Services |
| 10 | Awards & Recognition |
| 12 | Measuring Our Impact |
| | 2020: The Year in Stories |
| 16 | Introducing LUMA Energy |
| 25 | COVID Leadership |
| 26 | First Responders: A Busy & Safe Storm Season |

Our Commitments

PEOPLE

| | |
|-----------|-------------------------------------|
| 31 | Safety |
| 38 | Training & Education |
| 42 | Commitment to Diversity & Inclusion |
| 44 | Employee Investment |
| 51 | Customer Collaborations |
| 54 | Giving Back to Our Communities |

PLANET

| | |
|-----------|--------------------------------------|
| 60 | Environmental Excellence on Projects |
| 64 | Environmental Initiatives |
| 71 | Enabling a Carbon-Neutral Future |
| 73 | Environmental Management Policy |

PRINCIPLES

| | |
|-----------|---------------------------------------|
| 75 | Board of Directors |
| 78 | Sustainability Leadership & Oversight |
| 80 | Management |
| 80 | Policies & Programs |
| 82 | Stakeholder Engagement |

SASB Metrics

| | |
|-----------|------------------------------------|
| 84 | Accounting, Disclosures & Activity |
|-----------|------------------------------------|

NOTICE TO INVESTORS

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 Dec. 31, 2020, Quanta's Quarterly Reports on Form 10-Q and other documents filed with the U.S. Securities and Exchange Commission SEC, which are available on our website (www.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 June 30, 2021. 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 expressly disclaims any written or oral statements made by any third party regarding the subject matter of this report.

The information contained in this report has not been audited by any independent auditor. 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.

A MESSAGE FROM OUR CEO

DEAR FELLOW STAKEHOLDERS,

Quanta, through its family of operating companies,* provides critical infrastructure solutions in support of our customers' efforts to improve system resiliency and reliability and enable technologies that enhance our quality of life and promote a carbon-neutral future.

During 2020, as the world adjusted to unprecedented changes brought on by the COVID-19 pandemic, Quanta remained resilient. Access to safe, reliable power and the ability to stay connected during this time became even more crucial. We continued to support the essential services of our customers, and we did so with the health and safety of our employees at the forefront of each decision.

To that end, in 2020, we distributed more than 150,000 N95 masks, more than 75,000 standard masks and more than 20,000 gallons of sanitizer to our workers across North America.

*All references to "Quanta," "Quanta Services," the "Company," "we," "us," "our" or similar in this report are references collectively to Quanta companies.

Quanta is the leading infrastructure solutions provider to the utility, communications and energy markets, and our vision is to create exceptional value for our employees, customers and communities. These priorities have been core to who we are as a company since we were founded more than 20 years ago—in both good and challenging times.

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

- ▶ Investing in world-class safety and training
- ▶ Delivering differentiating solutions to our customers
- ▶ Providing 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 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. We are committed to the health, safety and well-being of our employees, customers and communities.

To create a sustainable workforce for the future, we must ensure employee safety. We have incrementally invested more than \$100 million in our training programs and facilities and created customized curriculum and workforce development initiatives over the last several years. 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 lineworker college in the country, Northwest Lineman College (NLC). NLC has four campuses throughout the country, with plans to continue expansion. Construction on a new campus in Canóvanas, Puerto Rico, is also currently underway.

We commit time, resources and innovation to these initiatives not only for the sake of Quanta's workforce—but to raise the level of safety and training for the entire industry. In 2020 alone, we spent more than \$58 million on employee training.

Additionally, 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 fact, several of our customers have used our AED program as a model to implement similar programs for their 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 continue to expand our recruiting efforts through these initiatives to increase the pool of qualified minority candidates, as well as promoting a culture of diversity and inclusion through employee resource groups, which impact our female, LGBTQ+ and other minority employees. Further, we have dedicated additional resources aimed at formalizing our measurement and reporting framework across our decentralized operating structure to better measure our progress, find areas of improvement and communicate our successes to all of our stakeholders.



We want our suppliers and business partners to reflect the diversity of our communities and customers. Our diverse partners include small businesses, veteran-owned and service-disabled small businesses, minority business enterprises, women business enterprises, LGBTQ-owned business enterprises and disability-owned business enterprises. In 2020, Quanta's diverse business spend totaled more than \$685 million.

We are also committed to giving back to our communities. In 2017, in the wake of Hurricane Harvey and California wildfires, we established Quanta Cares, a non-profit created to support Quanta employees challenged by catastrophic events. Since then, the fund has continued to grow and has distributed more than \$1.2 million to benefit over 250 employees impacted by various catastrophic events. Recently, this fund helped 37 employees whose homes were devastated by Hurricane Laura and wildfires in California.

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 supports the carbon-neutral economy of the future.

This work spans multiple sectors and includes upgrading the resiliency of the power grid, constructing renewable generation interconnections and battery storage, and installing electric vehicle charging infrastructure and other electrification efforts, as well as gas distribution system modernization, safety and methane emission reduction programs and pipeline integrity services. Additionally, we are collaborating with several customers on pilot programs that examine the potential for hydrogen as a green fuel source of the future.

We also ensure our storm response capabilities remain industry-leading and are ready to quickly restore power to people when the power grid is damaged by severe weather events. During 2020, more than 7,000 employees were deployed for more than 100 consecutive days to support our customers' efforts to restore power to millions of people during an unprecedented Atlantic hurricane season. We responded to nine named storms across 24 states, in support of 32 utilities and 15 co-ops, with over 20 Quanta operating companies working together to restore power to more than 5.3 million people. During the prolonged storm response, Quanta also distributed 1,110 personal voltage detectors to protect our employees as they worked.

In fact, several of our companies worked together for a long-standing customer as part of the largest restoration effort ever mobilized, which included the emergency rebuild of ten transmission lines of varying voltages (69 kV to 500 kV).

We are especially proud of our operating companies that completed the construction of 5.6 miles of resilient 230 kV new transmission line, stretching from Nelson to Manena, Louisiana, in June of 2020. The project was designed to withstand 140-mile-per-hour winds, and during the 2020 storm season the new line made it through several hurricanes without being damaged, including Hurricane Laura—the strongest storm to make landfall in Louisiana in 164 years.

Additionally, Quanta has a reputation for strict compliance with environmental regulations and being a responsible steward of the environment. 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 the customers we provide environmental and technological support for rank as top sustainable companies.

We have included in this report several examples of recent environmentally sensitive projects where we completed the work on time, on budget and with impeccable safety and environmental records. We will continue to innovate to find better, safer ways to carry out our work. Our technology team has developed plans to support utility customers when it comes to renewable energy options, transportation electrification, energy storage, grid modernization, distributed energy resources and grid technology development and deployment.

We also continue to work hard to develop initiatives to improve efficiency and reduce the carbon footprint of our equipment and facilities. We prioritize a modern, safe fleet to benefit not only our employees, but the environment. We have invested nearly \$1.5 billion in maintaining and upgrading our fleet of leased and owned vehicles over the last three years, including more than \$450 million in 2020 alone.

We continue to get better at collecting information from our operating companies to measure the progress of our People and Planet initiatives, and this year's report shows the magnitude of our impact across North America on our communities.

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 values are not just words on a page. We live them daily. They are inspired by our people, are ingrained in our culture and motivate the actions we take.

We take our responsibility to contribute to a more sustainable future seriously, as demonstrated by the following:

- ▶ Executive-level direction on all key corporate responsibility and sustainability matters, with support from a management-led, cross-functional corporate sustainability committee
- ▶ Oversight of our corporate responsibility and sustainability by a diverse and experienced Board of Directors
- ▶ Executive compensation that is tied to successful performance of key sustainability metrics

As our company continues to grow, so will our commitment to positively impacting 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, Chief Executive Officer & Chief Operating Officer
Quanta Services



40K+

Employees

13K

Employees trained

900+

Operating facilities

60K

Pieces of equipment

ABOUT QUANTA SERVICES

Quanta Services, together with its family of companies, is a leading specialized contracting services company, delivering comprehensive infrastructure solutions for the utility, communications and energy industries.

Quanta's comprehensive services throughout North America and Australia include designing, installing, repairing and maintaining energy and communications infrastructure that helps enable the carbon-neutral grid of the future.

At Quanta, we are focused on a repeatable, sustainable business model. Throughout our history, we have collaborated with our customers to build the infrastructure that keeps our world powered, heated and connected—while also striving to make a difference in people's lives. We know that's a huge responsibility, and it is not one we take lightly.

In every decision we make, we consider how it will impact our people and our planet, and our decision making is guided by clear principles and long-term strategy.

#4

Fourth largest private
fleet in North America

\$11B+

In revenue

\$685M

In diverse business spend

#261

On 2020 Fortune 500 list



AWARDS & RECOGNITION

At Quanta, we have a long history of making a difference in people’s lives — our employees, customers and the communities where we work and live. At right is some recent recognition.

We are setting standards for corporate responsibility.



#1 for the Engineering & Construction sector for ESG Disclosure in 2021
All-America Executive Team rankings



Top 50 Best ESG Company

#2 on the Construction & Building list



League of American Communications Professionals Gold Award for the 2019 Quanta ESG Report

Ranked in top 100 ESG reports globally for 2019



International Annual Report Design Awards Gold Award for the Quanta ESG Report in 2019

We are creating a better workplace.



American Heart Association 2020 Workplace Health Achievement Gold Award for implementation of quality workplace health programs and culture



#71 on Healthiest 100 Workplaces in America list, honoring people-first organizations that prioritize the well-being of their employees

We are recognized as a leader in our field.



#261 on the 2020 Fortune 500 list



#3 for the Engineering & Construction sector



Edison Electric INSTITUTE

Quanta Services partners with ATCO to win EEI Edison Award for Project of the Year in 2019



#1 Specialty Contractor

#1 Electrical Contractor

#1 Utility Contractor



#1 on Electrical Construction & Maintenance Magazine's 2020 Top 50 Electrical Contractors list



#2 on the 2020 Houston Chronicle 100 list

MEASURING OUR IMPACT

This report contains relevant environmental, social and governance (ESG) metrics and policies that are integrated throughout Quanta Service's business.

This report integrates and aligns with certain United Nations Sustainable Development Goals (SDGs) and the disclosure topics and accounting metrics of the Sustainability Accounting Standards Board (SASB). The SASB standards referenced in our report are for the Engineering and Construction Services industry and are provided in a summary table at the end of this report.

Disclosures that aim to fulfill these standards are noted by indicators within the report. This document covers the period January 1, 2020, through December 31, 2020, unless otherwise noted.

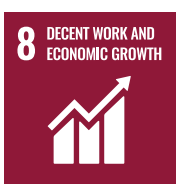
PEOPLE



PLANET



Quanta is an industry leader in managing ESG risks and opportunities.



PRINCIPLES

2020: THE YEAR IN STORIES



Introducing LUMA Energy

COVID Leadership

First Responders: A Busy
& Safe Storm Season



LUMA

E N E R G Y



INTRODUCING LUMA ENERGY

In response to the devastation of the island and its electric power system caused by hurricanes in 2017, as well as other challenges faced by the Puerto Rico Electric Power Authority (PREPA), in June 2018, Puerto Rico began a historic process intended to transform and further modernize the electric power grid and PREPA.



WATCH

Learn more about LUMA's launch in Puerto Rico.

WHO IS LUMA?

LUMA is a purpose-built operator that has been designed to provide the people and communities of Puerto Rico with a resilient, reliable and sustainable electric grid, while also delivering outstanding customer service. LUMA is committed to the highest standards of transparency, integrity, safety and operational excellence.

LUMA combines:

- ▶ Industry-leading technical experience in building reliable, sustainable infrastructure and best-in-class craft-skilled workforce training;
- ▶ Decades of operational excellence managing several world-class utilities that deliver safe and reliable energy to millions of customers; and
- ▶ Expert and transparent management of federal funds.

WHAT LUMA WILL BRING TO PUERTO RICO

LUMA will leverage our resources and experience to transform the island's electric infrastructure, implementing industry best practices, deploying innovative technologies and increasing the grid's resiliency to future storms and other extreme events.

LUMA will collaborate with Puerto Rican entities, including businesses, community members and government agencies, to execute in the most efficient manner, and is dedicated to giving back to the surrounding communities to impact the overall social and economic development of the island.

To that end, Puerto Rico government agencies pursued a partnership with a private entity for a long-term agreement to operate and maintain PREPA's entire electric transmission and distribution (T&D) system and to lead the transformation of PREPA.

In June 2020, following an 18-month competitive process, LUMA Energy, a joint venture in which Quanta owns a 50% interest, was selected to transform and operate Puerto Rico's electric transmission and distribution system. Quanta collaborated with long-time customer Canadian Utilities (an ATCO Energy company) in conjunction with Innovate Emergency Management, Inc. (IEM) to create LUMA, a Puerto Rican company.



LUMA'S ALIGNMENT WITH **PEOPLE, PLANET & PRINCIPLES**

LUMA's mission is designed to bring meaningful benefits to People, Planet and Principles in Puerto Rico, which strongly aligns with Quanta's commitment and focus on those same priorities. Key aspects of LUMA's mission include:



People

- ▶ Implement safety and training initiatives to meaningfully improve safety conditions for LUMA's workforce
- ▶ Opening the LUMA College for Technical Training to provide industry leading curriculum and training to LUMA utility workers and the island's next generation of skilled workers
- ▶ A modern, reliable T&D system designed to foster economic growth and attract businesses and industry investments in the island and to improve overall quality of life for everyone in Puerto Rico

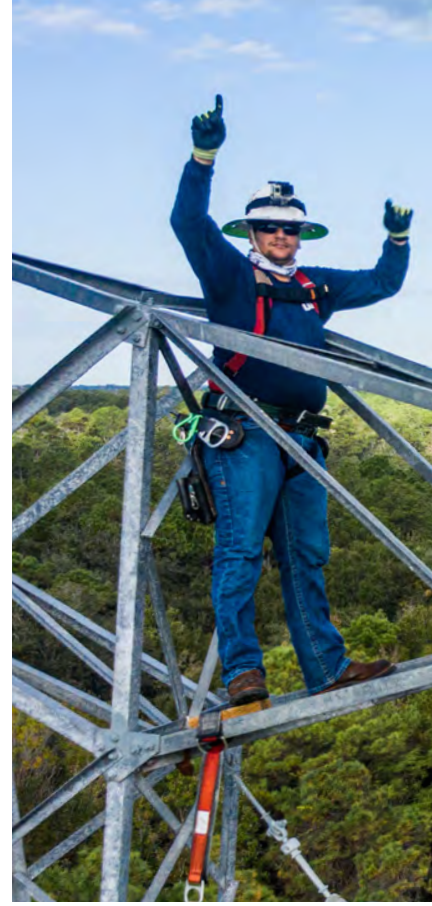
Planet

- ▶ Modernize the power grid to meet Puerto Rico's goal of generating 100% of its electricity from renewable resources by 2050 (only 2.5% of the island's electricity came from renewable resources in 2020)
- ▶ Build a power grid that is strong and resilient and able to withstand unpredictable catastrophic events such as hurricanes and earthquakes
- ▶ Upgrade the power grid to facilitate efficient power delivery and reduce electricity line loss

Principles

- ▶ Commit to strong corporate governance and ethics and bring a culture of transparency, accountability and collaboration to all stakeholders in Puerto Rico
- ▶ As a private third-party operator that does not own Puerto Rico's power grid assets, focus on providing benefits for the people and economy of Puerto Rico
- ▶ LUMA's leadership and management are not politically appointed, which is intended to result in objective, effective and stable leadership.

QUANTA'S INVESTMENT IN & COMMITMENT TO THE PEOPLE OF PUERTO RICO



LUMA College for Technical Training

As part of the commitment to the people and communities of Puerto Rico, LUMA's parent companies, Quanta and ATCO, are building a world-class technical facility on the island. The campus will offer customized curriculum and hands-on training to LUMA utility workers and Puerto Rico's next generation of skilled workers.

Quanta and ATCO are investing more than \$10 million in the purchase of approximately 24 acres of land in Canóvanas, Puerto Rico, and launch of campus construction. The campus will include an outdoor skills training field, an indoor learning laboratory, an administrative and classroom operations building and covered equipment and personnel parking structures. This will create approximately 22,000 square feet of usable building space.





The college is also designed to boost economic development throughout the island, and this project is expected to create around 50 jobs during construction and up to 12 full-time employment opportunities. In addition to the individuals directly and indirectly supporting the operations of LUMA College, we plan to train and upskill thousands of technical workers across the island. This will support a more effective overall workforce and a safer and more resilient electric grid.

The LUMA training facility will be powered by Northwest Lineman College, which currently operates four campuses on the U.S. mainland, and will have a customized curriculum. Our commitment to a high level of safety and training for the people of Puerto Rico includes our mobile training unit, which was unveiled in tandem with the introduction of LUMA.



EXPLORE

Learn more about Northwest Lineman College's training programs at lineman.edu.



Architect's renderings show the future LUMA training facility in Canóvanas.



EXPLORE

Learn more about one lineworker's mission to give back to Puerto Rico.

A Catalyst for Change

LUMA plans to innovate by deploying and operating new utility technologies, including micro grids, supported by distributed renewable generation and battery storage, which will form the foundation of the evolving energy landscape.

A modern and stable electric grid will foster more economic growth for Puerto Rico, which should, in turn, attract global businesses to invest in the island.

Rewarding Career Opportunities

LUMA will need thousands of employees to complete the enormous amount of work necessary to create a resilient electricity delivery system. LUMA will provide Puerto Ricans with long-term career opportunities.

Just as parent companies Quanta and ATCO have done for years, LUMA puts employees first. LUMA will prioritize the talent of PREPA employees, and their legacy, knowledge and expertise will be paired with LUMA's globally recognized experts in numerous fields such as customer service, high-voltage transmission engineering, distributed energy resources and mini/micro grid integration.

Quanta will contribute best-in-class expertise in workforce training and field workforce development. A key focus will be providing training, continuous learning and career-long support of LUMA personnel as part of the "People First, Safety Always" culture.

As described above, Quanta and ATCO have begun construction on the LUMA College for Technical Training, which is designed to raise the standard of safety and training for the island and enhance career opportunities.

A Robust Community Investment Program

LUMA recognizes that when communities thrive, everyone benefits. Like its parent companies, LUMA prides itself on being a good neighbor and an active member of the communities. At the core of LUMA's community investment efforts are its people, who live and work in the communities they serve.

Community investment is an investment of money, resources and time. For this reason, the LUMA community investment program must demonstrate a return on investment—in how it advances the missions of its non-profit partners, how it benefits customers, what the efforts offer the business, how it increases trust in the LUMA brand and how it contributes to employee engagement and productivity.

A Comprehensive Compliance & Ethics Program

Like its parent companies, Quanta and ATCO, LUMA is committed to transparency and integrity and plans to bring these values to all projects. LUMA is guided by its Code of Conduct, which shapes its dedication to be safe, honest and transparent in every business situation and act in ways that reflect its values.

LUMA's Compliance Program will be overseen by a Compliance Director who will have the full support of LUMA's leadership, and the program is designed based on Quanta and ATCO's successful compliance programs.



Disaster Response Expertise

Leveraging the collective expertise of its parent companies, LUMA is positioned to be a leader in swift, effective disaster response and management. Quanta and ATCO possess extensive disaster relief response experience, including Quanta's deployment of more than 7,000 lineworkers to carry out emergency repairs in response to the 2020 Atlantic hurricane season, as well as ATCO's restoration of electric service following the catastrophic 2016 Fort McMurray wildfire in northern Alberta—a disaster that affected 1,500,000 acres and caused more than \$5 billion in damages.



Fleet Ready to Respond to Storm Season

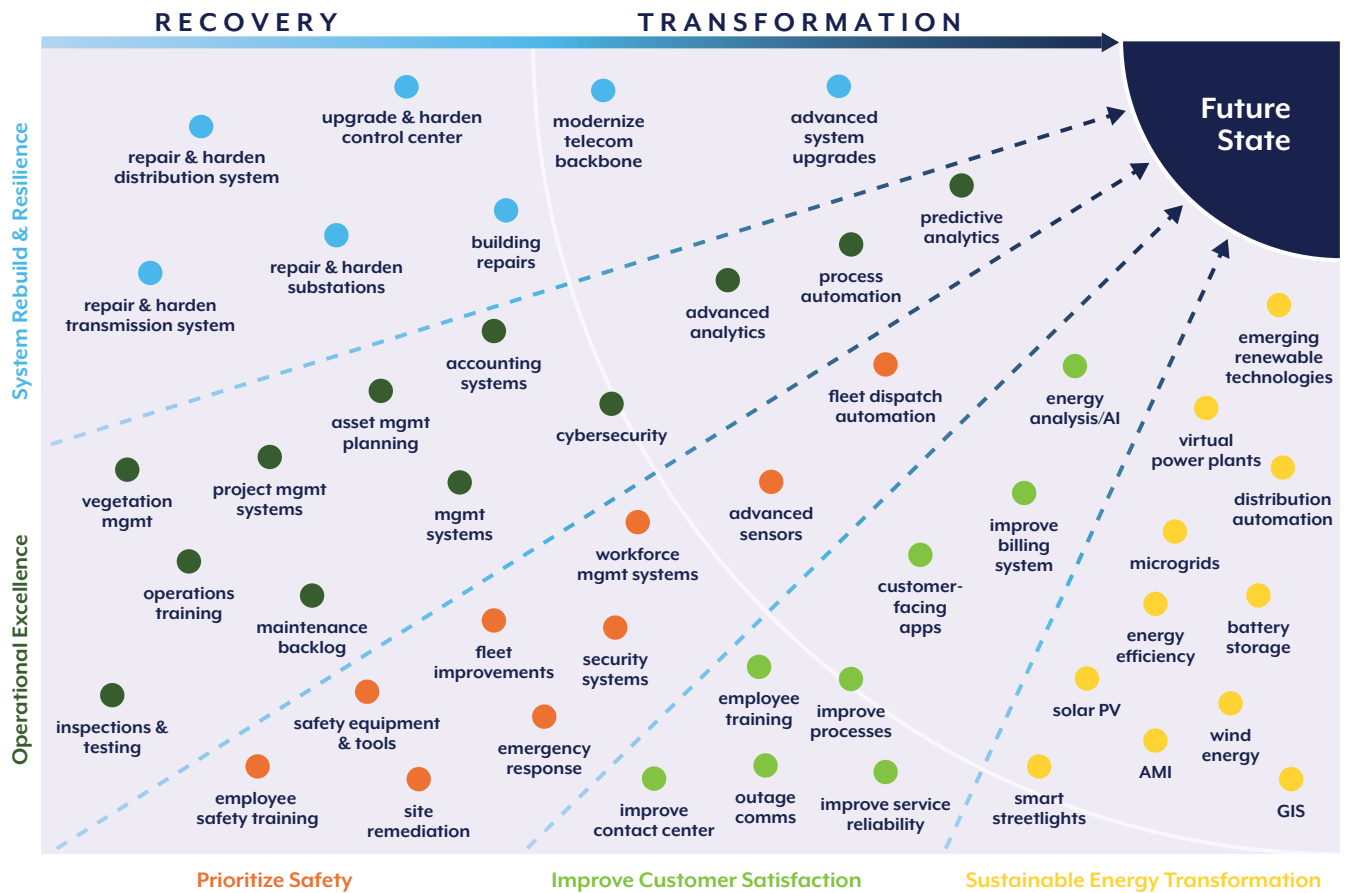
As a further commitment to the island of Puerto Rico, Quanta has purchased and delivered to the island a fleet of more than 130 trucks, as well as millions in tools and equipment, which are standing by ready to respond to the 2021 Atlantic hurricane season. With a long history of responding to storms throughout North America, Quanta has the experience, expertise, manpower and resources to support LUMA when storm season hits.



WATCH

See a video about the fleet in Puerto Rico.

Plan to Transform the Puerto Rico T&D System



During the COVID-19 crisis, we have shown resiliency in the face of unprecedented events. As always, our priority has been our people—keeping our employees safe, while continuing to support customers.

COVID LEADERSHIP

Supporting Our Customers to Continue Essential Work

Despite the threats of COVID-19, utilities are still expected to operate as essential service providers. However, employee infections can create a risk of service interruption.

Quanta developed a solution to provide an “isolated” workforce in a controlled environment for a utility to continue to deliver electric, gas, telecommunications and service center operations.

The Pandemic Response Package offered the utility a turnkey solution to control the spread of COVID-19 and maintain business continuity during the pandemic.

Our Pandemic Response Package includes the following:

- ▶ A secured work camp with a clean and controlled environment, including meals and access to fuel
- ▶ Medical screenings (pre-work, daily, and post-work)
- ▶ Comprehensive disinfecting procedures for equipment
- ▶ Restricted access to the work camp

The challenges we faced brought out the best of this organization—and, I believe, made Quanta stronger.

EARL C. “DUKE” AUSTIN, JR.

President & CEO



We supplied to our employees in the field and offices throughout North America:

75,000+

Standard masks

150,000+

N95 masks

20,000+

Gallons of sanitizer



WATCH

See how Entergy helped rebuild the grid in Lake Charles, Louisiana.



When disaster strikes anywhere in North America, our men and women stand ready to respond. We keep the lights on, heat flowing and communications connected.

FIRST RESPONDERS: A BUSY & SAFE STORM SEASON

7,000+

Quanta lineworkers deployed

100+

Consecutive days of hurricane response

24

States serviced for 32 utilities & 15 co-ops

5.3M+

End users whose power was restored



From ice storms to hurricanes and wildfires, Quanta Services' emergency restoration team is ready to provide customers with one crew or thousands. Quanta's team of storm assessors are located throughout the United States, are ready to be called to storm sites for assessment and emergency restoration work and typically deploy within 24 hours.

Once a recovery plan is established, our workforce brings proven crisis management and infrastructure restoration experience, and our nationwide fleet of vehicles allows us to quickly mobilize to restore power.

In 2020, Quanta employees provided emergency restoration services in response to numerous severe weather events and an unprecedented hurricane season—supporting our customers as they kept the lights on.

Historic Power Restoration

Hurricane Laura decimated the transmission system along the Gulf Coast of Louisiana. Several Quanta operating companies worked together for a long-standing customer as part of the largest restoration effort ever mobilized, which included the emergency rebuild of ten transmission lines of varying voltages (69 kV to 500 kV). More than 7,000 workers from 31 states, including Louisiana, Mississippi, Georgia, Alabama, Texas and Florida, worked for weeks to restore power and rebuild downed lines.

9

Named storms

1.9M+

Man hours worked restoring power

21

Quanta operating companies

70

Safety professionals

1,110+

Personal voltage detectors provided to employees





OUR COMMITMENTS

As society continues to progress and become more connected, there is an increasing need for reliable and modernized infrastructure.

Quanta is working to meet these evolving infrastructure requirements by focusing on the needs of our employees, our customers and the communities where we live and work.

A carbon-neutral future will benefit all of us, and we at Quanta continue to innovate and lead the way to enable the critical infrastructure required to achieve that goal.

We collaborate with our customers to help shape the way they are able to deploy resources. And we give back to our employees and the world around us, continuing to grow as an operationally-sustainable company.

As we mature and strengthen, we keep our people, our planet and our principles at the forefront—always looking for new ways to create a positive impact. From our everyday actions on job sites across the country to major capital investments, we integrate sustainability into our business by prioritizing these key areas.

Our commitments to people, planet and principles are core to who we are and have driven us since our inception. We will continue to make decisions for the long term, based on uncompromising values and clear strategy.



OUR COMMITMENT TO 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.

SAFETY

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 every job also makes our customers stronger and more efficient. Our focus on safety continues to bolster ingrained, long-standing relationships with our customers.

Employee Safety Recognition

We are dedicated to bringing all of our people home every day, and we know that in order to reach the goal of eliminating all serious events our leaders must drive safety initiatives. To demonstrate our commitment to our employees, the Quanta Commitment Coin is awarded to operating unit employees who exemplify safe work habits and a commitment to safety.



Quanta awarded 39 Commitment Coins to operating unit employees in 2020.

Vehicle Safety Metrics

We are tracking various metrics to continuously enhance the safety of our fleet of vehicles. We have more than 40,000 GPS units installed and are currently working on identifying various baselines and establishing improvement goals.

Safety Progress

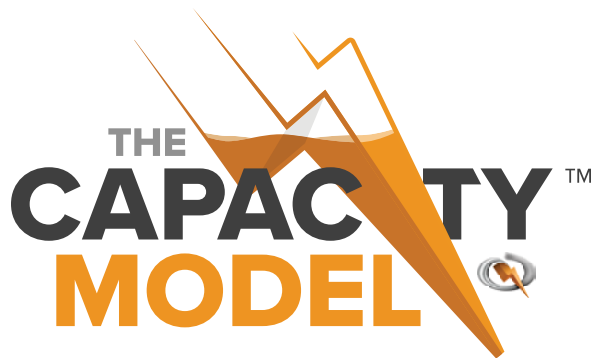
Total injuries decreased from 2019 by

24%

Lost Time Cases decreased from 2019 by

15%

Quanta-wide stats (excluding Latin America operations), January 1 to December 31



The Capacity Model

At Quanta Services, the most important commitment we make is ensuring that every one of our employees returns home safely each day.

In 2020, in partnership with Northwest Lineman College (NLC), Quanta developed The Capacity Model™ and embarked on a journey to start thinking about safety differently with a vision of eliminating life-threatening, life-altering and life-ending events.



WATCH

For more information visit www.quantaservices.com/safety/capacity-model.

At the core of The Capacity Model™ is a human performance philosophy which embraces the fact that error is normal and people will make mistakes. That acknowledgment, coupled with an increased understanding of how people interact with their work environments, enables Quanta to more effectively identify hazards and put in place targeted protections (controls). There are three pillars that support The Capacity Model™:

- ▶ **Prevention:** Continue to work at preventing incidents from occurring.
- ▶ **Learning:** Accept that mistakes are inevitable in life and business; learn from them to improve prevention and build capacity.
- ▶ **Capacity for Failure:** Apply enough controls to absorb the consequences of an incident safely when a failure occurs.

The Capacity Model™ is not a program or initiative but a different approach to how we plan, execute and learn from work. This includes consistent identification of hazards and effectively controlling exposure to those hazards to protect our employees, the environment and the people in the communities in which we work.

Quanta strives to continuously learn and improve. As such, it is actively working to integrate The Capacity Model™ into its systems and processes as well as enabling our leaders, managers and crew personnel to build and maintain the capacity to fail safely.

The Capacity Model Elements

STKY

Stuff That Kills You



Energy Wheel

A tool to equip workers to recognize sources of energy to determine controls needed



STKY Controls

STKY Controls prevent or mitigate a life-threatening, life-altering or life-ending event.

Operational Learning

Learning Teams bring people closest to the work together to create a shared understanding of the context of how a particular work activity actually gets done.

OSHA Partnership

Quanta is a founding member of the Electrical Transmission & Distribution OSHA Partnership (ET&D), a formal collaboration of industry leaders that sets best practices for lineworker safety.

Today, the ET&D covers a majority of total workers in the electric line construction industry, and is one of only a few national partnerships between employers and OSHA.



Partnership goals include the following:

- ▶ Analyze accident and incident data to identify common causes for fatalities, injuries and illnesses suffered by lineworkers, apprentices and other appropriate job classifications
- ▶ Develop recommended best practices for each identified cause
- ▶ Develop implementation strategies for each best practice and promote these strategies among the partners
- ▶ Identify training criteria for foremen, general foremen, supervisors, lineworkers and apprentices, including training to create industry culture change to place value on safety and health



CPR & First Aid Training

We offer first aid and CPR training for all employees, providing multiple classes a year and training thousands of employees. In our electric power sector, we ensure all operating unit field operations employees are trained in CPR.

Ensuring Job Site Safety with Corporate Oversight

We self-perform more than 85% of our work—holding ourselves to high internal and customer safety standards. All of our more than 40,000 employees receive safety training.

Our operating units create customized emergency action plans on job sites, and Quanta recently created a new Fire/Risk Safety Manager position with the goal of reducing risk in fire zones.

We have a robust corporate job site auditing program that ensures best-in-class safety. In 2020, corporate safety professionals audited 339 job sites.

339

Job sites audited

AED Program

The goal of our Automated External Defibrillator (AED) program is to increase the rate of survival for people who have sudden cardiac arrests. The AED program is designed to provide equipment and training to enhance life-saving response measures.

AEDs make it possible for trained and untrained responders to administer defibrillation prior to the arrival of Emergency Medical Services (EMS). We deploy AEDs on every job site across North America, as well as in our corporate office space. We go above the industry standards and hold ourselves to the Quanta standard. Our AED program has so far saved 29 lives, including bystanders and customers, and continues to be a life-saving success for our workforce and communities across North America and beyond. We have deployed 10,278 AED units to job sites, saving 29 lives through the end of 2020.



WATCH

Hear the real stories of lives saved by Quanta's AED program.



We deployed **10,278** AED units to job sites, saving **29** lives.

Ongoing Innovation

CEO Innovation Award

The CEO Innovation & Entrepreneurial Award was instituted in 2013 to honor the most innovative and impressive advancements made by employees. Since 2013, Quanta has collectively awarded more than \$600,000 to the winners of this competition, and many of the ideas have been integrated into field processes. The purpose of this program is to continually encourage entrepreneurial drive and creativity—and to benefit our customers and the overall industry with ongoing innovation.



Additional Safety Innovations



HANDRAIL SYSTEM

Quanta developed a handrail system that provides fall protection to employees while utilizing a bucket truck. The automated handrail system deploys when an employee sets the outriggers and prepares to enter the bucket and utilize the boom. The rail also self-stores once the employee is in the bucket and engages the boom controls. This helps prevent any unplanned contact or damage.

This innovation has since been expanded for use outside of Quanta, to the industry as a whole.



LANYARD INTERLOCK

Quanta perfected this innovation to ensure an employee is safely attached prior to the truck beginning to move—preventing falls and adding to a safe working environment. The bucket cannot be operated without the lineworker being secured to the truck. In the case of a non-responsive operator, the controls on the ground can be used to override the controls in the bucket.

This innovation has since been expanded for use outside of Quanta, to the industry as a whole.



EPZ GROUNDER TRAILER

Quanta invested more than \$500,000 to develop and build the innovative EPZGrounder training product, in order to deliver advanced training that improves the entire industry.

This mobile training simulator provides equipotential bonding and grounding scenarios at four overhead distribution stations, eight switchable underground stations and eight scaled-down transmission stations. Each is designed to replicate real-world scenarios and allow workers to create and test different equipotential grounding and bonding setups. The overhead and underground distribution lines can be energized independently.

The trainee's work can be evaluated through the Lineman Meter, a touch-screen panel that simulates a worker's heartbeat. If the work is done improperly, the heartbeat will flatline, allowing trainees to fail safely. At the overhead stations, trainees can install grounds from an elevated position while belted off to the pole. This allows them to develop correct work positioning and learn sequential installation of grounds.

Trainees will also have access to a custom-built mobile app, which features high-quality 3D graphics that guide them through grounding and bonding scenarios for different structures.

PERSONAL VOLTAGE DETECTORS

In 2020, Quanta invested approximately \$50,000 to purchase Personal Voltage Detectors (PVDs) for each crew member working on storm response. These innovative tools allow crew members to remain safe should they encounter an energized conductor when they arrive at a new site to restore power. During the 2020 storm season, Quanta experienced seven incidents where these devices alerted the crew to the presence of energized conductors in the work area.

40,000+

TRAINING & EDUCATION

People are our most important asset. We believe that by investing in our craft-skilled workforce, we benefit our employees, our customers and the overall industry.

100% of our more than 40,000 employees receive safety training. We also provide environmental, professional, ethics and diversity and inclusion training throughout the year to various employee groups.

In 2020, Quanta companies spent more than \$58 million on employee training.

We will continue to invest our time and resources to lead the industry, with a workforce that keeps our country's lights on, heat generated and communications connected.

Northwest Lineman College

Quanta acquired Northwest Lineman College (NLC) in January of 2018 to further expand its commitment to training the industry's workforce. NLC is an accredited education and training facility in the United States, with four full-service campuses and five satellite training facilities across the country, offering specialized education and training across the electric power, natural gas, and communications industries.

NLC offers various options to individuals and employers, providing assistance when needed.



WATCH

Learn more about NLC's mission and purpose.

12,480

Total students trained at NLC in 2020

48 of 50

Students attending NLC came from 48 out of the 50 states.

All of our more than 40,000 employees receive safety training. In 2020, over 13,000 students were trained at our campuses and training facilities, and we spent more than \$58 million on employee training.

Expanded NLC Offerings in 2020

The **Lineman Apprenticeship Program (LAP)** embarked on a new delivery model in the form of a licensing agreement. A long-time customer in Texas became the first to build a comprehensive training facility according to NLC specifications. The customer, through NLC’s Professional Technical Educator Academy, earned certification to deliver NLC’s apprenticeship curriculum to its apprentices. NLC serves in a trusted advisor role and monitors program execution through observations and formal audits. The customer has roughly 80 apprentices enrolled in this LAP model.

The **Utility Lineworker Program** is an employer-sponsored pre-apprentice offering that was launched at the Florida NLC campus in 2020 with plans to implement at the other three campuses in 2021.

The **CDL Training Optional Course** is now available to Electrical Lineworker Program and Telecommunications Lineworker Program students at the Idaho and Florida campuses.

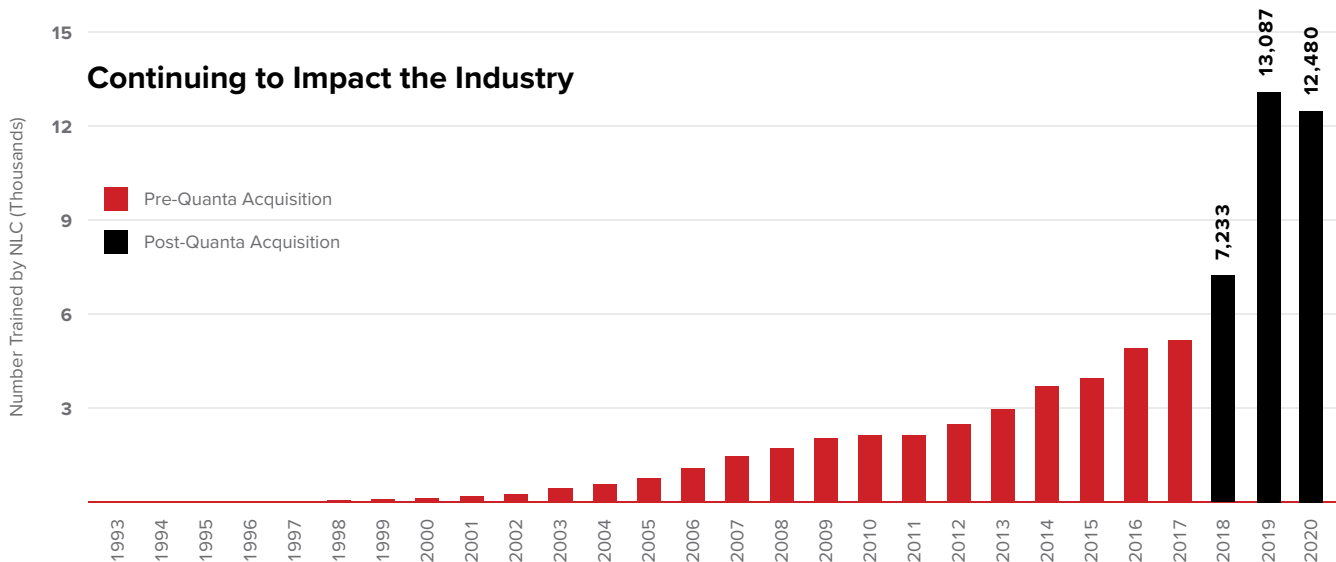
In 2020, the **Professional Technical Educator Academy** expanded their offering to external customers. This course can be taken at an NLC campus or at a customer’s site.

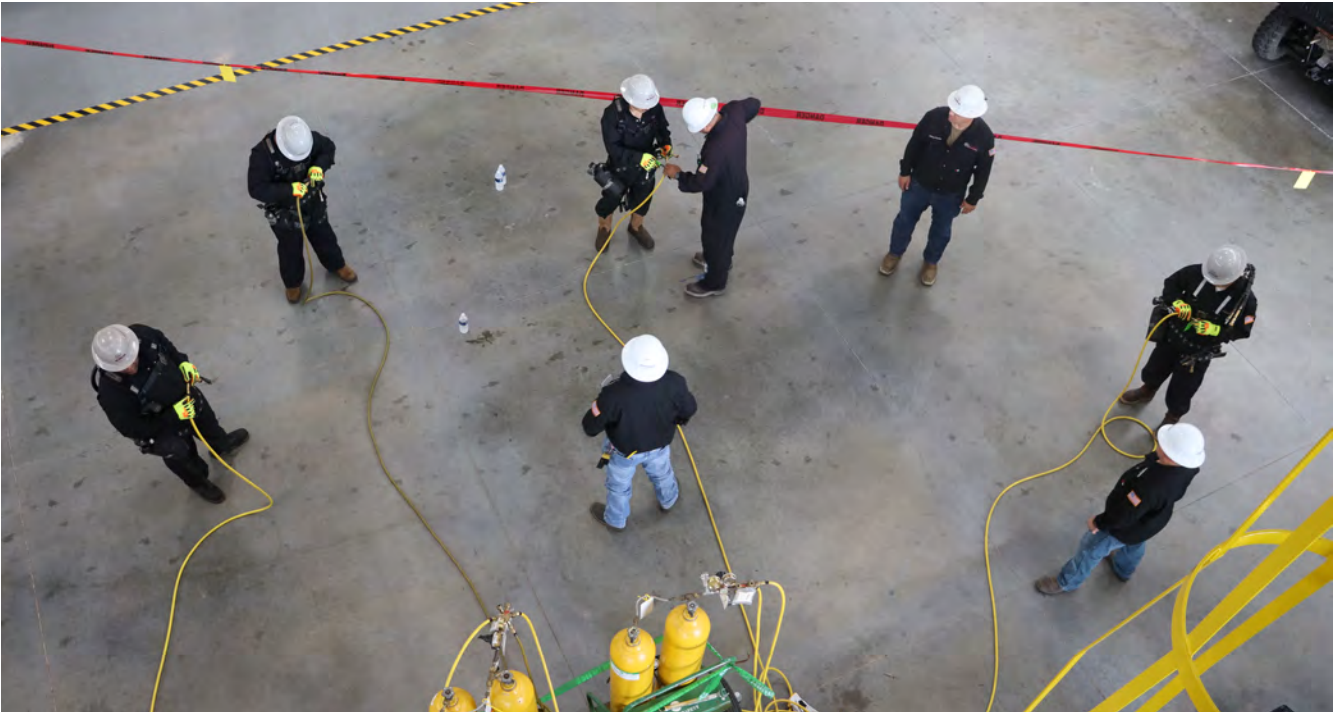
A new **Gas Distribution Program** began at the Florida and Texas campuses.

New **Mobile Courses** were introduced:

- ▶ Equal Potential Grounding & Bonding Work Zone Safety: Substation Grounding
- ▶ Equipotential Zone (EPZ) Grounding
- ▶ Stepping Up to Leadership
- ▶ Gas team is qualified to administer Operator Qualifications with Midwest Energy Association, Industrial Training Services and Energy World Net
- ▶ Quanta Aviation H-Series Training
- ▶ Job Site Observations/Safety Assessments
- ▶ Veriforce

Continuing to Impact the Industry





Introducing Stronghold University

Quanta is expanding its training capabilities into the industrial sector, with the newly constructed Stronghold University Technical Training Center. The training center will improve the safety, quality and expertise for new and seasoned employees, as well as for partners within our industry.

The training center includes a 100+ person auditorium and a 400+ person dining area, as well as access to classroom education and hands-on training on the following:

- ▶ Mock high pressure flanges
- ▶ Reactor and small exchanges
- ▶ Multi-bed, multi-vessel tray module
- ▶ Machinist training module

Quanta Advanced Training Center at Lazy Q

The Quanta Advanced Training Center at the Lazy Q Ranch in La Grange, Texas, is a 2,300-acre property that has been transformed into a world-class training facility. Our customers depend on us to provide a consistently trained and skilled workforce in order to ensure the safest job sites across North America. We deliver the highest level of training by constantly innovating with the latest research and technology across the industries we serve. We currently offer aviation, electric power, pipeline, communications and other industry-wide training.

The training center continues to respond to customer and industry needs and add additional training options. In 2020, the Quanta Utility Engineering Services course was added. This eight-week course targets a veteran's transition to the civilian sector, training the student to become a pole inspection foreman.



WATCH

Learn more about Lazy Q's capabilities, and get to know its first woman graduate.



WATCH

Learn more about the Quanta Advanced Training Center at Lazy Q.

801

Students trained

231

Instructors

8,729

Training days

Established Chief Learning Officer Role

Quanta created the new role of Chief Learning Officer within our corporate leadership team in order to continue to advance our educational and quality initiatives throughout the Quanta family of companies. The founder and president of Northwest Lineman College was appointed to this role.

This role is responsible for sharing best practices among various operating companies, as well as aligning training initiatives and educational standards with Quanta's strategic goals to assist in the overall improvement of human performance, client satisfaction and productivity.

Training Program to Increase Diversity Recruitment

An operating company in Washington started a new training program to increase diversity recruitment for lineworkers. Our workforce should reflect the communities where we live and work, and this pilot program strives to do just that. Participants will learn about the tools, safety standards, instruction methods and career opportunities across the electric power industry.



WATCH

Hear about how a Quanta operating company is increasing diversity recruitment.

COMMITMENT TO DIVERSITY & INCLUSION



WATCH

Hear more about what diversity and inclusion means to Quanta through this conversation with our CEO and President, Earl C. "Duke" Austin, Jr., and our Vice President of Diversity & Inclusion, Moanica Caston.

We surround ourselves with people who have diverse backgrounds, skills and experiences, and we know that the more ideas we have included in the conversation, the better the results will be.

Our work is only beginning. We are a company of world-class people with unparalleled project execution. We are excited to continue and to expand our focus and commitment to leveraging diversity and inclusion in our business to make us even better.

Supplier Diversity & Development

At Quanta, we want our suppliers and business partners to reflect the diversity of our communities and the customers we serve. Our diverse partners include small businesses, veteran-owned and service-disabled small business, minority business enterprise, women business enterprise, LGBTQ-owned business enterprise and disability-owned business enterprise.

In 2020, Quanta's diverse business spend totaled more than \$685 million.

\$685M

Employee Resource Groups

Our North American operating companies are intentional about creating diversity in the workplace and fostering an inclusive work environment where our employees can be themselves and succeed. We are working toward a more cohesive and robust corporate-led program as well. Some of our key programs are described below.

The **IMPACT program** encourages employees to take time out of their daily activities to volunteer in the community. In 2020, employees volunteered more than 3,100 hours at 100 different non-profit organizations.

The **CONSTRUCT program** is an 11-week training program that offers the information and guidance needed to compete for good-paying, entry-level field and office jobs in construction-related fields. It is designed to address the need to increase the pool of qualified minority candidates for construction jobs by strengthening job readiness and life skills and preparing for industry-required testing that is often a prerequisite for employment. The program includes job shadowing to give candidates an up-close look at the various career paths available.

Launched in 2018, **STRIVE's** mission is to empower women to strive forward by means of building relationships, mentoring, providing professional development opportunities, inspiring and taking inspiration from their peers.

Launched in 2020, the mission of the **EMPOWER** group is to promote a culture of diversity and inclusion within the company. EMPOWER will create a supportive network of LGBTQ+ employees and their allies who will advocate for and empower LGBTQ+ staff.

An operating company based in Houston has created **employee resource groups** around volunteering, veteran recruiting and expanding the role of women in energy.

Collaborating with Diverse Organizations

To continuously get better, we also team up with organizations that have our same values and expand our potential. With that in mind, we are excited about our collaborations with the organizations below.



The American Association of Blacks in Energy



Quanta's diverse business spend in 2020

EMPLOYEE INVESTMENT

400+

Veterans interviewed for our Veteran Electrical Lineworker program

7

Different military bases visited multiple times for recruiting



WATCH

Hear the experience of veterans working for Quanta.



WATCH

Learn more about Quanta's veteran-ready commitment.

Workforce Development Collaborations: Commitment to Veterans

Quanta has committed to being a veteran-ready company, and we are proud of our ongoing collaborations with the following organizations and initiatives.





HIRING, EDUCATING, & RETAINING OUR EXCEPTIONAL SERVICE MEN AND WOMEN

Quanta H.E.R.O.E.S. Program

Quanta H.E.R.O.E.S. (Hiring, Educating and Retaining our Exceptional Service Men and Women) is a comprehensive initiative to expand our long-standing support for the men and women of the U.S. Armed Forces. We are a veteran-ready company.

In addition to hiring those who have served our military, we're also committed to ensuring they have the tools they need to effectively transition into a successful civilian career. By joining the energy infrastructure industry, they are continuing to serve their country in a different way—by keeping our lights and heat on and our communications connected. As part of our commitment, we also encourage other companies within our industry to hire America's heroes.

Hiring Our Heroes Partnership

Quanta companies have partnered with Hiring Our Heroes to further expand our commitment to hiring veterans. The U.S. Chamber of Commerce Foundation's Hiring Our Heroes (HOH) initiative launched in March 2011 as a nationwide effort to connect veterans, service members and military spouses with meaningful employment opportunities. Working with the U.S. Chamber of Commerce's vast network of state and local chambers and strategic partners from the public, private and non-profit sectors, the goal is to create a movement across America in hundreds of communities where veterans and military families return every day.

Vector Force Development

Quanta has invested in Vector Force Development, a veteran-owned business, that works to transition military veterans to jobs in the utility industry, whether it be in the field or the office. Vector provides solutions across the entire utility industry, including gas distribution, electric, lineworker training, communications, fiber network, program management, safety, quality control, CDL and heavy equipment.

Additional Partnerships

Our partnerships with these organizations help enable hiring, recruiting and retaining military veterans.



Workforce Development Collaborations: Commitment to Education

Quanta and the industry as a whole benefit from an educated and trained workforce, and Quanta partners with various universities to recruit, hire and train employees.

For example, Quanta began a partnership with Sam Houston State University (SHSU) in 2016, establishing a business relationship and workforce development program. SHSU professors, in conjunction with Quanta managers, created a proprietary curriculum. In addition to classroom course work, the program provides SHSU students hands-on experiences at the Quanta Advanced Training Center and summer internship opportunities.

We also have partnerships and scholarships at various educational institutions throughout North America, including:

- ▶ Arizona State University
- ▶ Associated Schools of Construction (ASC) Region 6 & 7
- ▶ Bay De Noc
- ▶ Be Pro Be Proud SC Trucking Association
- ▶ California Baptist University
- ▶ California State University, Sacramento
- ▶ California State University, Fresno
- ▶ California State Polytechnic University, Pomona
- ▶ California State University, Chico
- ▶ Caly Poly Utility Planner Certification Program
- ▶ Clemson University
- ▶ DC Infrastructure Academy
- ▶ Drexel University
- ▶ Duke University
- ▶ Embarc Chicago
- ▶ Georgia Institute of Technology
- ▶ Gonzaga University
- ▶ Hay Lakes School
- ▶ Hobart and William Smith Colleges
- ▶ Holmes Community College, MS
- ▶ Illinois Institute of Technology
- ▶ Lehigh University
- ▶ Louisiana State University
- ▶ Mates in Construction
- ▶ Michigan Technological University
- ▶ Milwaukee School of Engineering
- ▶ Mississippi State University
- ▶ Montana Technological University
- ▶ Murray State University
- ▶ Museum of Science and Industry
- ▶ National Society of Black Engineers
- ▶ North Carolina State University
- ▶ Northern Arizona University
- ▶ Northern Michigan Linemen School
- ▶ Oak Ridge Middle School, Marion, IA
- ▶ Oklahoma State University
- ▶ Purdue University





- ▶ Richmond Community College
- ▶ Rowen College
- ▶ Slippery Rock University
- ▶ South East Junior High School, Iowa City, IA
- ▶ Southeastern Oklahoma State University
- ▶ Southside Virginia Community College
- ▶ Stephen F. Austin State University
- ▶ Technical Education, Chicago
- ▶ Temple University
- ▶ The College of New Jersey
- ▶ Tomorrow's Hope Foundation, Long Island
- ▶ University of California, Davis
- ▶ University of Central Missouri
- ▶ University of Colorado
- ▶ University of Idaho
- ▶ University of Illinois—CEE
- ▶ University of Iowa
- ▶ University of Mississippi
- ▶ Virginia Polytechnic Institute and State University
- ▶ Wallace Community College, MS
- ▶ Washington State University
- ▶ William Jewell College
- ▶ Work Texas



PWRING PEOPLE

Employee Health & Wellness

The path to our employees' good health lies within their reach, and our health and wellness benefits help them get there. Our programs motivate employees and their families to make healthy lifestyle choices. Our wellness program services include "get moving" activities, weight loss competitions, blood pressure wellness, free flu shots, tobacco cessation programs and a yearly on-site health screening that covers cholesterol, weight and BMI—all at no cost to employees. For employees interested in financial wellness-planning for retirement, we have a 401(k) program, along with financial education sessions.

American Heart Association Gold Award

Quanta was awarded the Workplace Health Achievement Gold Award by the American Heart Association.

- ▶ Recognized for implementation of quality workplace health programs and culture of health best practices
- ▶ Seven areas of measure: Leadership, Engagement, Programs, Policies & Environment, Partnerships, Communications and Reporting Outcomes

Based on Quanta's aggregate health data, 2020 wellness programs offered and participation rates.

Healthiest Employers of Texas

Quanta received the Healthiest Employers of Texas designation by Healthiest Employers.

- ▶ Six areas of measure: Culture & Leadership Commitment, Foundational Components, Strategic Planning, Communication & Marketing, Programming & Interventions and Reporting & Analytics
- ▶ Healthiest Employers uses a benchmark report to compare our company results to the national averages of over 1,000 employee-focused companies.

Based on Quanta's aggregate health data, 2020 wellness programs offered and participation rates.

Industrial Athlete Program

Quanta has developed an industrial athlete program designed to prevent injuries and promote overall wellness on job sites and in offices through stretching and education.

The program, known as Stretch and Flex, was implemented throughout our corporate office and at several operating companies.

The pre-shift stretching program is focused on musculoskeletal areas most commonly affected by on-site injuries. Inflexible workers are six times more likely to experience a preventable injury. The daily five-minute Stretch and Flex program offers employers the opportunity to decrease cost and associated losses due to employee injuries while increasing employee job satisfaction, productivity, career longevity and mental health, and improving company culture.

Child Care Partnership

One of our operating companies has created a partnership with YMCA to give employees a discount for child care, as they continue to manage working remotely in many areas.

Financial Wellness Program

Quanta has put together a smart dollar program, which educates and encourages employees to better manage their finances, utilize their 401(k), pay off debt and save money. So far, this has enabled employees to pay off more than \$160,000 in debt.

\$338,895

Total financial turnaround

\$161,545

Debt eliminated

\$177,350

Savings added

Results from 287 employees using SmartDollar.





Giving Back to Our Employee Family

Quanta Cares

Quanta Cares provides confidential, timely, short-term crisis relief for those employees in the Quanta Services family needing assistance with living expenses such as food, clothing, utilities, temporary housing, property repairs and other basic necessities.

Quanta Cares was established in 2017 to help Quanta employees devastated by Hurricane Harvey. Employee donations, matched by Quanta, initially raised \$1.3 million. Donations to the organization have continued to grow with nearly \$200,000 donated by employees in 2020. Through 2020, the fund has distributed more than \$1.2 million to more than 250 employees impacted by tragic and catastrophic events.

Recently, Quanta Cares helped 37 employees whose homes were devastated by Hurricane Laura and the wildfires in California.



WATCH

See how Quanta Cares has made a difference in the lives of employees affected by crisis.

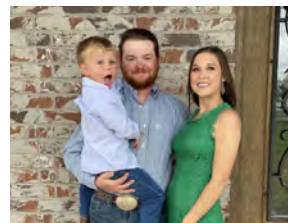
In the wake of Hurricane Laura, I evacuated my family, including my two little girls, ages one and two, to Monroe, Louisiana, to ride out the storm with my wife Caitlyn's parents. When we were able to return home after five days of waiting, we basically came back to nothing. The funds we were gifted through Quanta Cares went to purchase a generator and fuel to keep us going. We lost all the baby's clothes and supply of baby formula, so we were able to get clothing and food for her. The funds will also go towards new bedroom furniture. We have begun the process of rebuilding our home. Quanta Cares gave me a sense of peace knowing I could provide for my family.

AUSTIN GREENE, FIELD TECHNICIAN



My wife Hailey, my four-year-old son and I evacuated to Austin and stayed in a hotel for a couple of days because of Hurricane Laura. When we returned to our house in Carlyss, Louisiana, we knew we were going to have to start over. Our house was destroyed. There is no way to fully express how grateful me and my family are for Quanta Cares with their support. The program is truly amazing and couldn't be achieved if it wasn't for everyone who is involved and donates. I've seen first-hand how much Quanta Services and Quanta Cares values and supports those affected by disasters that are a part of the Quanta Services family.

JOSEPH CHILDERS, FIELD SERVICE

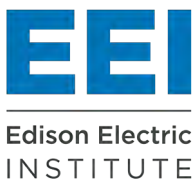


CUSTOMER COLLABORATIONS

We are the leading specialty contractor with the largest skilled labor force in North America — providing fully integrated infrastructure solutions for the utility, communications and energy industries. We self-perform more than 85% of our work, collaborating with our customers to provide cost certainty and safety.

Quanta & Partner Win Coveted Edison Award

Quanta collaborated with ATCO Energy to win the prestigious Edison Electric Award in 2020 for the West Fort McMurray (WFMAC) 500 kV Transmission Line Project, which included more than 310 miles of high voltage transmission line, expansion of the existing Livock substation and construction of the new Thickwood Hills substation, all located in Northcentral Alberta. The project was completed in March 2019, 91 days ahead of schedule. This project focused on enhancing Indigenous and community representation, and Quanta won a Top Employer of Indigenous Apprentices Award, primarily for the training program built specifically for WFMAC.



Our Collaborators

We have had significant collaboration with these customers for more than 20 years.





WATCH

Learn more about Irby's 75 years of serving customers.



75 Years of Serving Customers

Since its inception in 1946, Irby Construction Company, a Quanta operating company, has seen its business change in countless ways. Time, technology, equipment and experience have transformed the way we work. As Irby celebrates 75 years in business, we celebrate all these cultural threads that together weave an incredible story. The people of Irby have always been at the heart of what we do. Dedication and solid values are what this company was founded upon. They are what continues to drive our business. And they are present in most every story we have to tell. Irby has built, and successfully preserved, its company culture for 75 years. At the end of the day, this culture and the people that live by it, are what separates our story from that of any other company in our business.



50-Year History of Collaboration & Support

2020 marks the 50th anniversary of Mears Group, one of Quanta's operating companies. Originally started as a small, family-owned business, we have grown significantly over the years. Despite our size, the feeling of "family" has remained. Employees join together as one big team, striving toward one common goal — providing excellent service for our customers.



WATCH

Learn more about Mears' history, mission and values.

GIVING BACK TO OUR COMMUNITIES

Intentional Corporate Partners

Giving back our time and resources is core to who we are. Quanta is committed to the communities where we live and work, and we embrace a culture where each of us—and our company as a whole—can make a significant impact. We choose our charity partners intentionally, creating long-term partnerships with non-profit organizations that are truly making a difference and that align with the values we have as a company.

The decisions we make are motivated by what will benefit our employees, our customers, our stockholders and the communities where we live and work.

In 2020, we donated more than \$7 million to non-profit partners and invested a significant amount of volunteer time across North America.

At right are some of our key corporate charity partners, as outlined in our Community Investment Plan.



Houston Astros Foundation

The Astros Foundation is the official 501(c)(3) team charity of the Houston Astros. The foundation seeks to harness the passion of baseball fans to support youth baseball and softball programs, recognize and honor our nation's military, raise awareness of childhood cancer and reduce homelessness. The cornerstone initiatives of the program align closely with Quanta's own.



Child Advocates

Child Advocates mobilizes court-appointed advocate volunteers to break the vicious cycle of child abuse. Quanta has worked with this organization since 1999, providing support through both volunteer efforts and monetary donations. This support has helped Child Advocates provide special activities and programs for children in need, meeting their unique needs and improving their quality of life.



Junior Achievement

Quanta Services has always been a strong proponent of preparing students for their future careers. Since 2003, our partnership with Junior Achievement of Southeast Texas, with CEO Duke Austin serving as an Executive Committee Board Member, is based around the mutual commitment to excellence, benefiting the needs of our future workforce entrants. Quanta volunteers support Junior Achievement programs that focus on closing the workplace skills talent gap and inspiring students to explore the world of work—establishing a bridge to future career success for more than 100,000 students in the greater Houston area.

Beginning in 2020, Quanta began participation in a three-year commitment to launch the new, innovative program 3DE by Junior Achievement. The program includes a case challenge held at underprivileged high schools around the U.S. The 3DE case challenges is an effective teaching tool that brings real world connectivity into the traditional academic setting. The challenges are centered around a business principle and a tool or process. The goal is to give a group of students a challenge each year that they can research as a team, pull together facts and information and then present to a group of judges to determine the winner.

The students work closely with Quanta employees to gain knowledge, experience and mentoring as they work to complete their case challenge.



Candlelighters

Candlelighters serves children with cancer and their families at every stage of their journey, with patient coordinators on site at the major hospitals in Houston. Their emotional and financial support extends to families of children on treatment, long-term survivors, adult survivors and those whose child lost their battle with cancer. All of their programs and services are offered at no cost to families of children with cancer—once a Candlelighters family, always a Candlelighters family.

—
\$7M+

Amount donated
in 2020 to
non-profit partners

Local Impact on a National Level



EXPLORE

See a full map of Quanta's charitable initiatives throughout North America.

Our operating companies also give time and resources generously throughout North America, impacting the communities where we live and work.

Some of the following are 2020 initiatives that were carried out, even during the COVID-19 pandemic.

CANADA

Quanta, along with Wounded Warriors Outdoors, hosts an annual hunting excursion for wounded and disabled vets to continue assisting with their ongoing rehabilitation.

CHICAGO, ILLINOIS

Quanta supports Girls in the Game, which strives to enable every girl to find her voice, discover her strength and lead with confidence.

TACOMA, WASHINGTON

Quanta collaborates with union partners to recruit and develop talent from the Tacoma Rescue Mission, a non-profit that offers meals and emergency shelter for homeless men and families with children.

TEXAS

Quanta donated four aluminum boats and four trailers to assist the Texas Cavalry Disaster Response Team in their natural disaster response efforts.

SAN DIEGO, CALIFORNIA

Quanta supports the Monarch School, in honor and collaboration with our customer Sempra Energy, whose CEO serves on the board. The Monarch School is a K-12 comprehensive school that serves homeless children in the San Diego, California, area.



We ensure there are always local economic benefits as a result of our projects, including prioritizing the use of local businesses, suppliers and workers.

Community Partnerships

In addition to donating time and resources to non-profit organizations, we also partner with communities to provide opportunities to various local stakeholder organizations including diverse and Indigenous peoples. When we undertake a project in an area, members of these communities participate as employees, subcontractors or service providers.

Mentoring Indigenous Communities

Through our unique Featherstone Mentorship Program, which engages, develops and employs Indigenous community members, we have achieved more than 28 employment success stories representing 18 Indigenous Communities and more than 20,000 labor hours. We continue to actively recruit from Indigenous areas by working with schools, community job fairs, cultural celebrations and tribal councils.

Australian Reconciliation Action Plan

A Quanta operating company in Australia has been delivering Cultural Heritage Management Plans and Aboriginal and Torres Strait Islander Participation Plans on projects for more than 35 years. In 2020, we embarked on a Reconciliation Action Plan for the development of an enterprise-wide approach to contribute to an Australian culture in which everyone respects, recognizes and is inclusive of Aboriginal and Torres Strait Islander peoples, communities and cultures.

Working with Indigenous Partners

On a project in which two operating companies are partners, the appointment of local companies provide numerous economic and social benefits for Aboriginal and Torres Strait Islanders. One example is the appointment of DICE (Aust) Pty Ltd, an indigenous owned and operated company, which performed the installation and commissioning of electrical systems.

Canadian Indigenous Community Support

One of our large operating companies in Canada has a 40-year history of building strong partnerships and relationships with diverse communities across the country. In addition to charitable contributions, we ensure there are always local economic benefits as a result of our projects, including prioritizing the use of local businesses, suppliers and workers. This practice often leaves legacy benefits, such as long-term contracts with suppliers, allowing for capital equipment purchases; local labor with enhanced skills; and long-term, positive relationships with the community.

On one Canadian project alone, we donated to over ten different community groups.

- ▶ Mishkeegogamang First Nation
- ▶ Wabigoon Lake Ojibway Nation
- ▶ North Caribou Lake First Nation
- ▶ Sachigo Lake First Nation
- ▶ Dryden Ski Club
- ▶ Kasabonika Lake First Nation
- ▶ Northern Bands Hockey Tournament
- ▶ Northwestern Ontario Aboriginal Youth Achievement & Recognition Awards
- ▶ Neskantaga First Nation
- ▶ Thunder Bay Regional Health Sciences Foundation
- ▶ Regional Food Distribution Association





OUR COMMITMENT TO PLANET

Impacting the World Around Us & the Communities
Where We Work, Play & Live

At Quanta, we are enabling the transition to a carbon-neutral future — by supporting our customers across all our industries.

We are building the electric grid that is necessary to interconnect renewables, and we continue to harden and modernize the electric grid against age and extreme weather events, so that power flows better and line loss is reduced.

Through our leading pipeline integrity work, we replace old gas distribution and pipeline infrastructure to ensure safety and prevent methane leaks.

We are building the infrastructure that facilitates 5G and electric vehicles — and have partnered with a major auto manufacturer to lead the way in building EV charging infrastructure.

ENVIRONMENTAL EXCELLENCE ON PROJECTS

Quanta has an industry-leading reputation for environmental stewardship during its projects.

Managing environmental risk on projects and helping customers meet their environmental goals and standards is a key part of nearly every job we perform. From the planning phase through construction, we collaborate with our customers to complete projects on time and in compliance with environmental requirements.

The following electric power projects in Canada are in remote areas with challenging conditions and unique environmental requirements and are examples of Quanta's experience with and reputation for environmental stewardship.

Wataynikaneyap Power Transmission Project

In September of 2019, a Quanta operating company was selected by Wataynikaneyap Power LP to provide engineering, procurement and construction (EPC) solutions for the Wataynikaneyap Transmission Project (Watay Project) in Northwestern Ontario, Canada. Wataynikaneyap Power is a licensed transmission company and is majority-owned by a partnership of 24 First Nation communities in partnership with Fortis, Inc. and other investors. The scope of work on the project consists of EPC services for more than 990 miles of transmission and distribution infrastructure ranging in voltage from 25 kV to 230 kV and 22 substations. Once completed, the Watay Project will be the largest electric infrastructure project ever implemented to connect remote communities in Ontario, including 17 First Nations communities, with electricity generation and distribution systems that are not currently connected to the provincial transmission grid.





East-West Tie Line Project

In December of 2017, a Quanta operating company was selected to construct the East-West Tie Line Project in northern Ontario, Canada. We are working closely with Supercom Industries, a 100% Aboriginal-owned joint venture by the six First Nations proximate to the East-West Tie transmission line. Quanta is providing comprehensive construction services, including project management, material management, construction permitting and the construction of approximately 290 miles of double-circuit 230-kilovolt transmission line connecting Hydro One's Wawa Transformer Station, Marathon Transformer Station and Lakehead Transformer Station. We are supporting local procurement for the project, with spin-off benefits including suppliers and workers buying services and products locally.



Kingsvale Transmission Line

A Quanta operating company partnered with the Lower Nicola Indian Band Development Corporation and Trans Mountain to build the Kingsvale Transmission Line Project in British Columbia. The 138 kV transmission line connects to a customer's distribution line to provide additional power to Trans Mountain's existing Kingsvale pump station, as well as to a new Kingsvale pump station, as part of the Trans Mountain Expansion Project. The project experienced zero lost-time injuries, and over 75% of the subcontractors hired were Indigenous.

Supporting Solar Work

Many of the services we provide facilitate efficient and safe delivery of clean energy and the migration toward a carbon-neutral world. Through various projects across North America, Quanta supports our customers' transition to renewables for a carbon-neutral future. A Quanta operating company is supporting a customer to build a 100+ MW solar facility in Texas.



Resilient Construction During Hurricane Laura

In June 2020, two Quanta operating companies completed the construction of 5.6 miles of new 230 kV transmission line stretching from Nelson to Manena, Louisiana. The project was designed to withstand 140 mile-per-hour winds.

The new line made it through an unprecedented storm season in 2020 with no damages, including Hurricane Laura, which was the strongest storm to make landfall in 164 years in Louisiana.

Grid Resiliency Work

Quanta has collaborated with several customers on multi-year initiatives to enhance service and reliability across several communities. These projects focus on upgrading transmission and distribution infrastructure across the power grid to decrease the number and length of power outages experienced by customers.

This type of modernization work will allow the grid to meet increasing renewable needs, while remaining resilient and reliable for customers.





World's Largest Solar-Powered Battery Storage Center

In the fall of 2020, a Quanta operating company was awarded the Manatee Energy Storage Center, which will be the largest solar-powered battery storage center in the world upon its scheduled completion in 2021, with a capacity of 409 megawatts. Scheduled battery storage is now in a phase of rapid growth as the industry continues to move toward clean energy.



Supporting Our Customers (& Local Wildlife)

A Quanta operating company crew working in the Grasslands National Park south of Val Marie, Saskatchewan, Canada, provided expertise for a customer who noticed hawks using an overhead line as a perch, giving them an unfair advantage over their prey, the local prairie dogs and Sharp-tailed Grouse. The crew worked with a local farmer, in collaboration with the customer, and plowed nearly six miles to relocate the line underground.

Building EV Charging Station Infrastructure

Quanta is working to support our customers to meet the increasing need for electric vehicle charging stations throughout North America. Several operating companies are currently installing charging infrastructure, and Quanta is also working with several major vehicle manufacturers to help them expand their charging networks.



ENVIRONMENTAL INITIATIVES

Fleet & Equipment Commitment

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 our significant vehicle fleet, which we rigorously maintain.

We have begun converting portions of our fleet to electric and liquefied natural gas (LNG) and tracking idle time and speed to further reduce emissions. We are also in the process of converting our smaller tools from gas-operated to battery-operated.

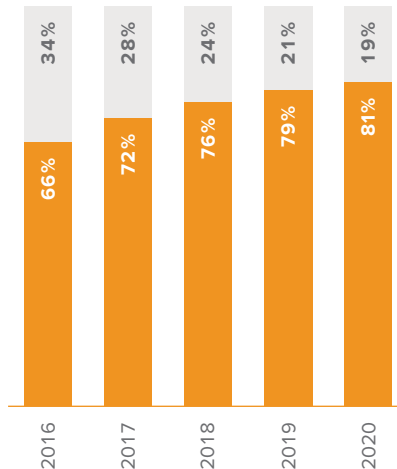
Quanta has installed GPS tracking on the majority of our fleet, and our goal is to track all on-road assets by the end of 2021. We capture a variety of data related to fleet optimization, including idle time and speed. With this data, we will be able to better analyze usage and establish baselines for fleet greenhouse gas emissions, which we can then use to 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 and tracking increases.

A portion of Quanta's long-term executive compensation is also tied directly to progress in our fleet optimization.



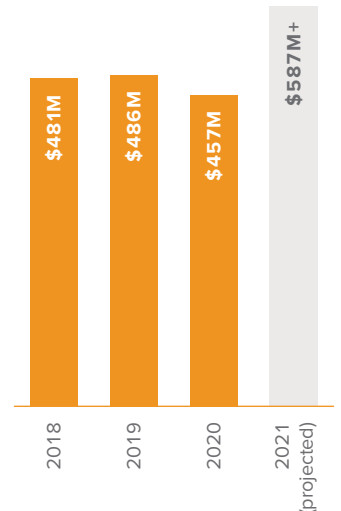
Upgrading

We will continue to proactively upgrade our fleet in order to maintain high emissions standards.



Maintaining

We will continue to maintain our fleet, including increased investment in electric, natural gas and the cleanest diesel technology on the market today. We've invested nearly \$1.5 billion in our fleet of leased and owned vehicles over the last three years, which we expect to continually improve in the future.





Greening Our Fleet

Quanta began converting our fleet in the State of Washington from diesel to LNG in 2013. Using GHG Protocol to compare diesel emissions to LNG emissions based solely on gallons of LNG fuel consumed, Quanta has reduced emissions by at least 49% over the last three years for the converted portion of the fleet.

In 2020, we also ordered 15 electric pick-up trucks and four of the first electric bucket trucks in North America, which are scheduled to be delivered to our operating company in 2022.


We are also working with several major vehicle manufacturers to add large numbers of electric vehicles to our fleet when large-scale production is available in 2022.

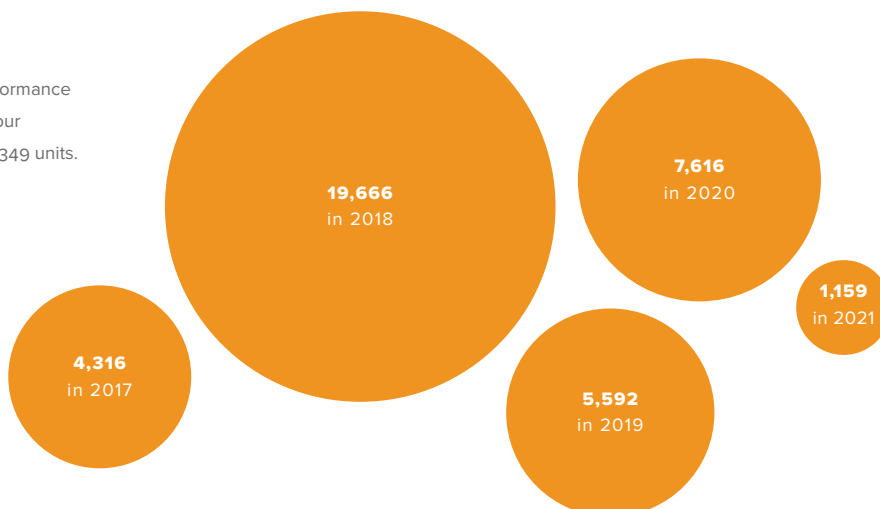
Offsetting Our Fleet

An Australian Quanta operating company began offsetting the impact of its fleet in 2020 by working with a local non-profit to plant trees, one of the most effective ways to reduce carbon emissions.

Tracking

We are aggressively working to track our full fleet performance in order to establish baselines and set goals to lower our carbon footprint. We are already tracking a total of 38,349 units.

 Units Added to Tracking Quanta's Fleet



Battery-Powered Tools Initiative

In 2020, Quanta continued to partner with Milwaukee Tools for use of their battery-powered offerings. Since 2017, we have purchased more than 16,000 battery-powered tools and equipment through their various product offerings. We estimate 35 to 40 percent of these products resulted in decreased emissions through direct replacement of gasoline-powered tools, lighting and unique industry solutions, reducing the need for gasoline generators and creating idling reductions. In 2021, we anticipate further expansion of our battery-powered equipment portfolio as we continue our partnership with Milwaukee and pilot battery-powered solutions from both original equipment manufacturers and up-fitters.

Recycling Electronics

During 2020, Quanta recycled more than 1,300 pounds of electronics in an environmentally safe and secure manner in accordance with R2 (Responsible Recycling) Certification, which is recognized by the U.S. Environmental Protection Agency.



Recycling Electrical Infrastructure Equipment

Quanta has developed an ongoing collaboration with multiple utilities to take down, sort, tag and recycle electrical infrastructure equipment.

This program — conducted at our environmentally-compliant facility in Houston, Texas — removes, reclaims and recycles hundreds of old utility poles, along with various pieces of infrastructure equipment. With scrap pipe, we make pad-mount transformer supports, reusing the pipe and saving money for the customer.



Facilities

Our corporate headquarters, located at Williams Tower in Houston, Texas, is a LEED Gold and Energy Star-rated building.

Throughout our corporate and operating company locations around North America, we encourage and provide facilities for recycling efforts, both inside facilities and on job sites.

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.



Solar Power Reducing Footprint

A Quanta operating company commissioned and completed the installation of a 187 kW solar system at its office in Napa, California, in 2015. The solar system provides more than a 90 percent reduction in power bills, while benefiting the environment.

The solar photovoltaic system is ground-mounted and consists of 612 305-watt solar panels, providing 292,230 kWh of sustainable solar power every year. The excess energy is fed back to the local utility, reducing energy pressures on the local power grid. The system has eliminated 229 tons of carbon dioxide from this operating company.

Lazy Q Ranch Wildlife Management Plan

We have completed and maintained an extensive wildlife management plan on our 2,300-acre Lazy Q Ranch (which houses the Quanta Advanced Training Center). This plan has enabled the successful reintroduction, breeding and management of Northern Bobwhite quail, Rio Grande Wild Turkey and White-Tailed Deer, as well as other species of native birds, mammals, reptiles and amphibians. A pair of Bald Eagles have also built a nest and taken up residence on one of the several lakes constructed on the property.



The ranch is divided into five habitats and hosts several varieties of rehabilitated natural flora. We work closely with the Texas Parks & Wildlife Department and have secured a Managed Lands Deer Program (MLDP) Level 3 accreditation. We are collaborating with their biologists to continue to improve the wildlife habitat on the ranch. We also continue to allow and encourage local farmers to tend the land—in exchange, they provide a percentage of their yearly crop as supplemental wildlife feed.



Innovative Wash Bay

A Canadian operating company built an innovative, efficient equipment wash bay in one of their facilities. The special design of the wash bay contains dirt and sediments in a pit, allowing the water being used to be captured and recycled through the system. The design also includes under-carriage sprayers that help reduce the time for washing an excavator from four hours to 45 minutes. This award-winning design reduces risks to the environment, improves safety and increases quality control.



Minimizing Environmental Footprint Through Aviation Services

We established Quanta Aviation Services in order to promote safety and innovation throughout our aviation operations, and we have grown our aviation fleet to over 70 aircraft. Utilizing helicopters to support our ground operations allows us to access difficult terrain and reduces the environmental footprint on projects. We also gain efficiency, enabling us to complete jobs faster and in shorter outage windows, saving customers time and money.

As Quanta has grown, we have also developed and implemented a Helicopter Series Training, which standardizes and tracks the proficiencies and core competencies of our journeymen and lineworkers needed to perform work from a helicopter.

For the last five years, we have been supporting several long-time customers to perform 345 kV and 500 kV insulator replacements without having to build access roads, and maximizing productivity over limited spring and fall outage windows.

A Sustainable Way of Doing Business

We are committed to sustainability in all we do. Quanta operating companies throughout North America have implemented robust environmental policies, procedures and initiatives focusing on our daily activities, including:

- ▶ Many operating companies are working to implement more **paperless processes**, including an electronic work order and maintenance record system to reduce use of paper.
- ▶ Many operating companies have implemented **recycling programs** for used batteries, paper, aluminum, cardboard, plastics, bulbs, used oil and more.
- ▶ An operating company in New York **hand digs under tree drip lines** and requires an arborist on site at new locations.
- ▶ An operating company in Chicago **recycles paint cans, hard hats and safety vests**.
- ▶ An operating company in Chicago **donates vehicles** to prevent them from ending up in a landfill.
- ▶ An operating company based in Texas has **regraded water storm drains** in its yard and added debris traps to storm drains.
- ▶ A Michigan operating company encourages its crews to **report “good catches,”** ranging from catching leaks before they become spills to protecting wildlife near the work area. In 2020, employees reported more than 50 environmental good catches.
- ▶ In 2020, a Michigan operating company **diverted more than 25,000 tons of construction waste** from landfills and returned \$280,000 in scrap metal value to a customer.
- ▶ An operating company in California is working with a third party to **test and repurpose used rubber goods**. The goods are either resold for further use, such as rubber mulch in playgrounds, or recycled in such a manner as to provide alternative uses.
- ▶ An operating company in Texas is currently working to develop a recycler that will be used with a line puller to **recycle old utility line**.
- ▶ An operating company in Washington implemented **dust collection systems** on all pneumatic drills to significantly reduce small-particulate emissions.
- ▶ An operating company created a campaign to educate employees on **protecting timber rattlesnakes** as a protected species in Pennsylvania. They also ensured employees knew how to protect themselves in case of an encounter.
- ▶ A Canadian operating company developed a unique GIS **Wildlife Survey Data Collection Program**, which has been adapted for use on subsequent projects.



Pollinator & Native Seed Planting

An operating company incorporates native and pollinator-friendly species into restoration seed mixes. In 2020, we planted more than 100 acres of pollinator-enhanced native seed.

Specialty Foundation Drills

Quanta has developed foundation installation equipment ideal for environmentally-protected sites. The equipment is lightweight and componentized to allow for alternative transport methods within national forests and other protected areas, substantially reducing the overall construction footprint.

ENABLING A CARBON- NEUTRAL FUTURE

Driving Innovation

Quanta Technology has developed several innovative plans to support utility customers when it comes to renewable energy options, transportation electrification, energy storage, grid modernization, distributed energy resources and grid technology development and deployment.

Achieving societal emissions goals requires increased electrification, which in turn necessitates investments in a resilient, modern grid, and we are working with the industry in anticipation of expanded electric vehicle adoption. Quanta Technology continues to highlight issues for utilities and provide solutions, getting in front of changes that electrification could bring to the grid over the next five to 15 years.

The following are programs developed to support our customers:

Nantucket Battery Energy Storage System Testing

Quanta Technology worked with a customer on the start-up testing of one of the first utility battery energy storage projects in New England, on the island of Nantucket. The project enables our customer to provide reliable electric service to Nantucket residents and summer visitors without building new undersea cables and reducing the use of diesel generation. As one of the first projects of its kind, and given the unique nature of island load, Quanta supported our customer with detailed analysis of the system controls to ensure safe and reliable operations.

Analysis of Rideshare Data for Transportation Electrification Infrastructure Investment

Ridesharing represents a significant opportunity for electric vehicles, and utilities are taking a data-driven approach to determine where and when rideshare drivers will recharge. Quanta analyzed more than 100 million ridesharing trips for the city of Chicago, on behalf of our customer, to determine the most effective locations for ridesharing fleet-charging stations.

Mobile Battery Energy Storage Systems

With the goal of reducing carbon emissions and noise pollution, Quanta Technology has collaborated with utilities on development of a mobile battery contained in a trailer. The design incorporates the latest industry standards for battery safety and can be used in place of a diesel generator for temporary power needs.

Value of Distributed Energy Resources Software Toolset

Quanta Technology has deployed our software toolset to aid in the evaluation of distributed energy resources (DER) as an alternative to conventional wire and substation solutions. The software enables utilities and stakeholders to thoroughly evaluate the economic benefits of DER programs, including building additional renewable energy and storage, as compared to the construction of new lines and substations.



Advanced Environmental Training

Quanta offers to all operating companies an advanced environmental training course, held at the Quanta Advanced Training Center at Lazy Q Ranch in La Grange, Texas. The purpose of this course is to expand the knowledge and skills of Quanta personnel by discussing environmental subjects that impact construction projects, from planning to restoration.

Operating companies send field safety, bidding/estimating, project planning and project management personnel who are interested in increasing their understanding of project environmental principles, practices and regulations.

In this two-day course, students will learn:

Decision-making process surrounding environmental situations throughout the life cycle of a project

- ▶ Environmental risks that impact projects from start to finish
- ▶ Environmental hazards and mitigation measures that are common to utility and energy infrastructure construction
- ▶ Regulatory aspects of key environmental areas (water, air, soil, waste, wildlife)
- ▶ Types of permits, plans and documentation needed for compliance with environmental requirements

The course also includes a hands-on exercise that allows the student to truly understand and apply the knowledge needed to successfully assist in the development and implementation of an environmental plan.

Partnerships for Our Planet

Quanta continues to deliver renewable energy projects around the globe, as well as contribute time and financial resources for research and development of low-carbon energies. Quanta also participates in both the Future Fuels CRC in Australia and the Australian Hydrogen Council.





EXPLORE

Read more about our Environmental Management Policy at quantaservices.com/safety/environment/.

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.

Policy Statement

Protecting and responsibly managing natural resources are critical to the quality of life in the areas we serve and the environment in which we live, as well as the continued success of our company and its operating units. For those reasons, Quanta is committed to conducting our business with care and respect for the environment. To fulfill our commitment to the environment, Quanta will adhere to the following principles through the development and implementation of our Environmental Compliance Awareness Program (ECAP) for our operations:

Compliance

We will identify applicable environmental laws and regulations and implement programs, policies and procedures to assure compliance.

Prevention

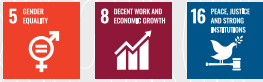
We will employ systems and procedures designed to minimize activities and conditions that pose a threat to the environment. We will strive to prevent unauthorized releases to the atmosphere, land and water. We will ensure the safe treatment and disposal of waste.

Continuous Improvement

We will continually review our programs, policies, procedures and behaviors to identify areas in which we can improve our adherence to these principles and our commitment to the protection of the environment.

Communication

We will communicate our commitment to protecting the environment to our employees, contractors, customers and external stakeholders.



Quanta's Board Of Directors as of December 31, 2020

OUR COMMITMENT TO PRINCIPLES

Our values are not just words on a page. 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.

BOARD OF DIRECTORS

Independence

Quanta's Board of Directors is comprised of eight independent directors, along with Quanta's Chief Executive Officer. Independence is determined within the meaning of the New York Stock Exchange listing standards and Quanta's Corporate Governance Guidelines.

Independent Chairman

Quanta has had an independent, non-executive Chairman of the Board since 2013. David M. McClanahan, former President and Chief Executive Officer of CenterPoint Energy, Inc., currently serves as Chairman of the Board.

Annual Election of All Directors

Each director on Quanta's Board is elected by stockholders annually.

Majority Voting Standard

Directors are elected by a majority of the votes cast with respect to such director in uncontested elections.

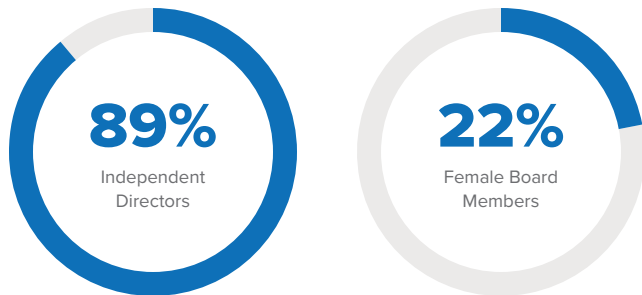


EXPLORE

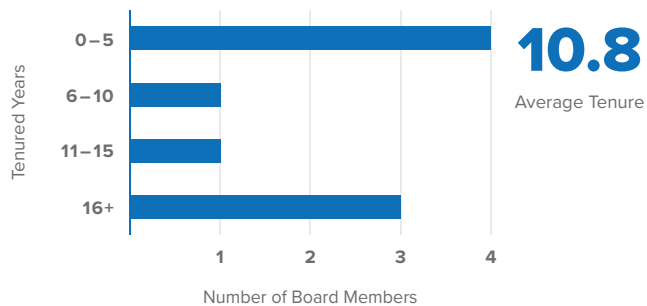
Learn more about our board members at investors.quantaservices.com/governance/board-of-directors

Board by the Numbers

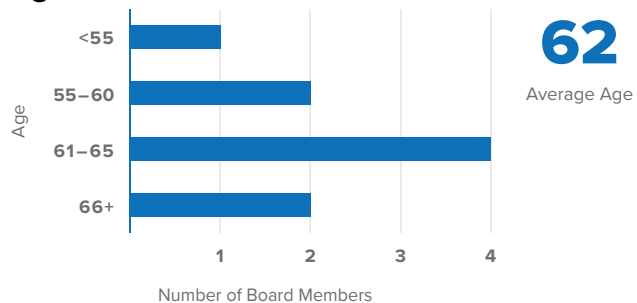
As of 2021 Annual Meeting of Stockholders



Balanced Tenure



Age



Gender Diversity



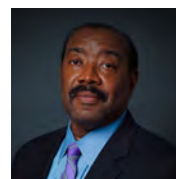
MARGARET B. SHANNON

Member of Quanta's Governance & Nominating Committee and Investment Committee



MARTHA B. WYRUSCH

Member of Quanta's Compensation Committee and Governance & Nominating Committee



DOYLE N. BENEBY

Chairman of Quanta's Compensation Committee. Member of Quanta's Investment Committee

Race & Ethnic Diversity

Board Evaluation Process

Each director participates in evaluations of the Board and applicable committees on an unattributed basis.

One-on-one discussions are held between Chairman of the Board and each director in order to elicit further feedback.

Evaluations of the Board and committees are considered by the full Board and each committee.

Board Qualifications, Skills & Experience

As reflected in Quanta's 2021 proxy statement

Industry Experience



Senior Leadership



Risk Oversight & Management



Operations & Strategic Planning



Finance, Accounting & Capital Allocation



Government & Regulatory



Legal & Compliance



Environmental, Social & Governance



Other Public Company Board Experience



EXPLORE

Learn more about Quanta's Corporate Governance Guidelines.

Board's Role in Strategy

The Board recognizes the importance of ensuring that the Company's overall business strategy is designed to create long-term, sustainable value for stockholders and benefit all of Quanta's stakeholders. While the formulation and implementation of Quanta's strategy is primarily the responsibility of management, the Board plays an active oversight role, carried out primarily through regular reviews and discussions with management, including both broad-based presentations and more in-depth analyses and discussions of specific areas of focus and evolving business, industry, societal, operating and economic conditions. Directors have full and free access to Quanta's management and Company information, and, as necessary and appropriate, directors may consult with independent legal, financial, accounting and other advisors.

Periodically, the Board undertakes a robust qualitative and quantitative review of management's five-year strategic plan, which includes both financial and operational performance goals and the strategic initiatives designed to support those goals. In connection with management's current five-year strategic plan, the Board and management discuss, among other things:

- ▶ The Company's commitment to workforce safety and training through investments in craft-skilled labor;
- ▶ Growth of the Company's base business operations and margin improvement in each operating segment;
- ▶ Growth opportunities with existing and potential customers and in existing and adjacent markets where craft-skilled labor is critical to providing cost-certain solutions;
- ▶ Expected investment and acquisition activity, as well as planned strategic operating initiatives for each operating segment; and
- ▶ Capital allocation initiatives and considerations.

Policies and practices are updated as appropriate in response to feedback included in evaluations.

Throughout the remainder of the year, directors provide additional feedback outside the evaluation process.

Governance & Nominating Committee periodically reviews evaluation process to ensure proper feedback is solicited.

The Board also annually reexamines the strategic plan, reviewing management's progress on its strategic initiatives and revised financial projections based on, among other things, prior period financial results and recent acquisition activity. The Board and management discuss and consider market trends and opportunities, the Company's competitive positioning, recent regulatory and legal changes, and emerging technologies and challenges in the industries Quanta serves. Furthermore, on an ongoing basis, the Board evaluates specific business decisions in light of the strategic plan, including proposed acquisitions or investments and capital allocation decisions. The Board's oversight of risk management (as described on the following pages) also enhances the directors' understanding of the risks associated with the Company's strategy and the Board's ability to provide guidance to and oversight of management in executing the strategic plan.

Additionally, during 2020 and 2021, the Board and the committees of the Board have been actively overseeing the Company's response to and management of the ongoing COVID-19 pandemic, including regular updates and discussions with management. These discussions have focused on a broad range of matters, including the protection of the health and safety of, and additional support for, employees; evaluating the impact of the COVID-19 pandemic on the Company's strategy, operations, liquidity and financial matters; the structure of the Company's compensation programs; compliance by the Company with applicable laws and regulations; and the Company's financial reporting and internal control capabilities.

Overboarding Policy

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

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.

Stock Ownership Guidelines

We maintain meaningful stock ownership guidelines that align our directors' long-term interests with those of our stockholders and discourage excessive risk-taking.

Board Diversity

The Board values diversity in its broadest sense. With that goal in mind, and pursuant to our Corporate Governance Guidelines, the Board endeavors to have a group of directors representing:

- ▶ Diverse experiences at policy-making levels of organizations that are relevant to Quanta's activities and operations, which may come from business, government, education, technology and non-profit organizations;
- ▶ Diversity of tenure, which ensures a proper balance between Board refreshment and director continuity; and
- ▶ Diverse backgrounds and attributes including with respect to gender, ethnicity and geography.

The Board, in connection with its most recently completed director candidate searches in 2016 and 2019, took deliberate steps to identify and appoint qualified, diverse candidates meeting the above characteristics. Specifically, the Board engaged and explicitly directed a search firm to conduct a national search for highly qualified and experienced women and ethnically diverse candidates. As a result of these efforts, the Board appointed two directors with diverse attributes, and has committed to continue to identify and consider qualified gender and ethnically diverse director candidates in future director searches.

SUSTAINABILITY LEADERSHIP & OVERSIGHT

Board Oversight of Sustainability Risks

The Board oversees an enterprise-wide approach to risk management, designed to support the achievement of long-term organizational objectives and enhance stakeholder value. The annual 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.

In this process, risk is assessed throughout the 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. The involvement of the full Board in setting Quanta's business strategy, both short-term and long-term, is a key part of its understanding of Quanta's risks and how those risks may evolve in response to changes in strategy or business environment, and what constitutes an appropriate level of risk for Quanta.

The Board and the committees of the Board have oversight responsibility for risk management in certain areas.

Board

The full Board, in addition to its ultimate oversight responsibility for the risk management process, focuses on the development and review of the Company's CEO succession plan and succession planning and talent development for other key management positions. The Board also reviews and evaluates certain key strategic risks, such as customer business model developments, technological changes, structural or organizational risk, certain uninsurable risks, and risks pertaining to capital allocation decisions, as well as certain key risks with respect to human capital, including annual review of management's enterprise-wide talent development initiatives that are designed to maintain a workforce that meets the Company's future needs and quarterly review (with additional updates as necessary) of Company safety performance and key employee safety matters.

Audit Committee

The Audit Committee focuses on risks relating to the Company's financial reporting and accounting policies and the Company's independent registered public accounting firm, internal controls and internal audit function, as well as the Company's compliance with legal and regulatory requirements. The Audit Committee also concentrates on risks related to information technology security programs, including cybersecurity, and senior management reports periodically to the committee and/or the Board on significant information security matters.



EXPLORE

Learn about our board committees at
investors.quantaservices.com/governance/board-committees

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 Compensation Committee also evaluates compensation policies and practices and strives to create incentives that are designed to mitigate such risks.

Investment Committee

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

Governance & Nominating Committee

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

For additional information regarding the risks facing the Company, review the risk factors included in Item 1A. of Part I of Quanta's Annual Report on Form 10-K for the fiscal year ended December 31, 2020. The risks described therein are not the only risks facing the Company, and additional risks and uncertainties not currently known, or that may currently be deemed to be immaterial based on the information known to the Company, may materially adversely affect the Company's business, financial condition or results of operations in future periods.

Management of Corporate Responsibility Process & Initiatives

Corporate responsibility and sustainability matters are also overseen by a cross-functional committee comprised of senior management personnel and subject matter experts that reports directly to, and receives direction from, Quanta's Chief Executive Officer and Chief Financial Officer.

MANAGEMENT

Executive Compensation Tied to Corporate Responsibility

With respect to Quanta's 2021 executive compensation program, 20% of target annual cash incentives are tied to achievement of safety performance goals, and 20% of performance-based long-term equity incentives are tied to achievement of sustainability-based goals associated with management of the company's fleet of vehicles, namely enhanced driver safety and reduction in vehicle idle time.

These performance goals align with enterprise-wide commitment to safety, training and sustainability, as well as customer expectations.

Advisory Vote on Executive Compensation

Quanta conducts an annual Say-on-Pay vote, and each annual vote has resulted in greater than 92% approval, including approximately 97% approval in 2021.

Stock Ownership Guidelines

We maintain meaningful stock ownership guidelines that align our executives' long-term interests with those of our stakeholders and discourage excessive risk-taking.

POLICIES & PROGRAMS

Legal Compliance & Ethics Program

Quanta has a comprehensive Legal Compliance & Ethics (LCE) program to ensure we operate with integrity by complying with Company policies, as well as the laws and regulations applicable to our business. The Board of Directors oversees the Company's LCE program and regularly reviews its implementation and effectiveness with the Chief Compliance Officer.

The Chief Compliance Officer is responsible for the management of the Legal Compliance & Ethics team, and in coordination with other functional departments, the implementation of Quanta's Code of Ethics and Business Conduct (Code of Conduct) and corresponding internal controls to detect fraud or unethical behavior. The LCE team promotes and fosters a corporate culture of integrity and compliance with laws and regulations through coordinated communications, training, internal investigations and risk assessments.

20%

20% of target annual cash incentives are tied to achievement of safety performance goals, and 20% of performance-based long-term equity incentives are based on achievement of sustainability-based goals.

Quanta's Code of Conduct

Quanta's Code of Conduct is a fundamental part of the Company's Legal Compliance & Ethics program. It highlights the importance of ethical behavior to our business and explains the standards of behavior expected by the Company, including compliance with requirements concerning general business ethics, anti-competitive behavior, the environment, conflicts of interest, anticorruption, harassment and discrimination, data security and privacy, and insider trading. It also informs employees and third parties about the resources and confidential reporting mechanisms available at the Company to detect, prevent and report unethical conduct. The Chief Compliance Officer communicates directly with the Board about actual and alleged violations of the law or the Company's Code of Conduct.

Anti-Bribery & Corruption Policy

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 travel; due diligence on certain high-risk service providers and business partners; and charitable and political contributions.

Annual training on the Anti-Corruption Compliance Policy is conducted as part of the Company's comprehensive ethics and compliance training program.

Supplier Review Procedures

Quanta requires that certain high-risk suppliers, service providers and business partners undergo pre-engagement due diligence and training.

Data Protection & Privacy Policy

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.

Information Security Training Program

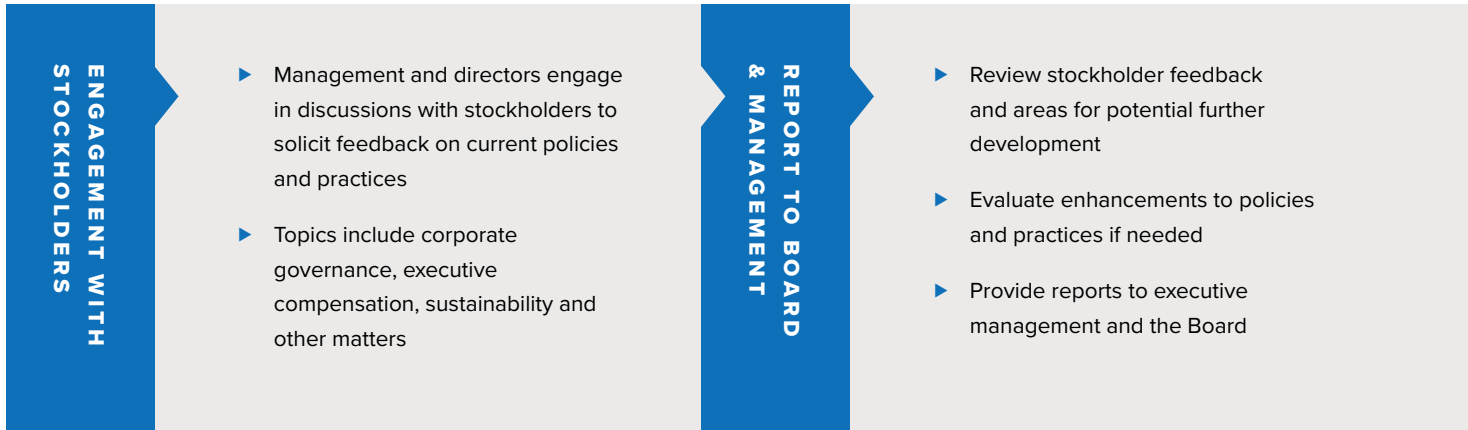
Quanta employees complete mandatory cybersecurity and information usage training on an annual basis, and additional training measures are utilized for certain specialized employees, including systems administrators and treasury operations personnel. Additional, targeted training measures are also implemented periodically to the extent determined to be necessary to ensure employees and Quanta's security systems are prepared for potential vulnerabilities (e.g. phishing campaigns and cyber-attack crisis response simulations).

Human Rights Policy

Quanta maintains a formal Human Rights Policy and is committed to respecting and promoting human rights for all its employees, affiliates and partners, 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 by the laws of the United States relating to human rights.

STAKEHOLDER **ENGAGEMENT**

Engagement Cycle



The Board believes that effective corporate governance includes constructive conversations and the development of long-term relationships with our stakeholders. We value such engagement and believe it is important to address any questions or concerns on Company policies and practices, and welcome communications from all stakeholders.

MAINTAIN DIALOGUE WITH STOCKHOLDERS

- ▶ Continue engagement with stockholders to discuss any items in advance of annual meeting

ENGAGEMENT WITH STOCKHOLDERS

- ▶ Analyze vote results
- ▶ Identify developments or enhancements in corporate governance, executive compensation, sustainability and other matters

Quanta conducts an annual stockholder engagement program focused on governance- and compensation-related topics, including corporate responsibility and sustainability, executive compensation, board structure and composition, oversight of strategy and risk, and equity incentive compensation grant practices. Our engagement team includes members of senior management, and when requested, independent directors or subject matter experts, and seeks to identify and address any areas of concern. During the fourth quarter of 2020, in connection with this program, we contacted stockholders representing approximately 50% of our outstanding common stock as of September 30, 2020, and ultimately engaged with approximately half of the stockholders contacted. Management and the Board received and reviewed valuable feedback on several topics, including human capital management, environmental sustainability matters, corporate sustainability reporting frameworks, workforce diversity, COVID-19 response and impact, board diversity and refreshment and executive compensation structure. This feedback helped inform subsequent discussions regarding our governance and compensation practices and future sustainability priorities.

Members of our management have also historically engaged in extensive investor outreach on a variety of financial and operational topics, including long-term strategy, capital allocation priorities and industry dynamics. In a given year, we have numerous interactions with stockholders and members of the investment community on these matters and host or participate in various investor conferences and events.

Contact Info

KIP RUPP, CFA, IRC

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SASB METRICS

| TOPIC | ACCOUNTING METRIC | CATEGORY | SASB 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 | Please refer to Quanta's Environmental Management Policy on page 73. Please see examples of our Environmental Excellence on Projects on page 60. Please see examples of our Environmental Initiatives on page 64. Please see Advanced Environmental Training on page 72. |
| 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 as a result 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 | (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees | Quantitative | IF-EN-320A.1 | For the 2020 performance year, the Company's consolidated TRIR was 1.04 and the Company's consolidated lost time injury rate was 0.23. |
| Lifecycle Impacts of Buildings & Infrastructure | Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification | Quantitative | IF-EN-410A.1 | 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 process to incorporate operational-phase energy and water efficiency considerations into project planning and design | Discussion & Analysis | IF-EN-410A.2 | Please see examples of our Environmental Initiatives on page 64. Please see examples of our Environmental Excellence on Projects on page 60. |

| TOPIC | ACCOUNTING METRIC | CATEGORY | SASB CODE | DISCLOSURE OR LOCATION |
|---------------------------------------|---|-----------------------|--------------|---|
| Climate Impacts of Business Mix | Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects | Quantitative | IF-EN-410B.1 | <p>Quanta provides services on both renewable energy and hydrocarbon-related projects. At this time, Quanta does not track or measure its backlog specifically tied to hydrocarbon-related projects. However, in 2020 the company began to implement processes that better capture revenues and backlog associated with renewable energy projects.</p> <p>Quanta believes substantially all of the backlog of its Underground Utility and Infrastructure Solutions segment is associated with hydrocarbon-related projects, as defined by SASB. As of 12/31/20, total backlog for the Underground Utility and Infrastructure Solutions segment accounted for approximately 27% of the company's consolidated total backlog.</p> <p>Please refer to Enabling a Carbon-Neutral Future on page 71.</p> |
| | Amount of backlog cancellations associated with hydrocarbon-related projects | Quantitative | IF-EN-410B.2 | None or not material |
| | Amount of backlog for non-energy projects associated with climate change mitigation | Quantitative | IF-EN-410B.3 | In 2020, the company began to implement processes to better capture revenues and backlog associated with non-energy projects that are associated with climate change mitigation. Quanta performs a significant amount of services associated with system modernization, electrical grid hardening and renewable energy facilitation, as well as various other electrification initiatives that we believe have a favorable impact on climate change mitigation. |
| Business Ethics | (1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index | Quantitative | IF-EN-510A.1 | (1) 0 (2) \$0 |
| | Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices | Quantitative | IF-EN-510A.2 | (1) \$0 (2) \$0 |
| | Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes | Discussion & Analysis | IF-EN-510A.3 | Please see Anti-Bribery & Corruption Policy on page 81. |

| | GENERAL ACCOUNTING METRIC DISCLOSURES | UNIT OF MEASURE | SASB CODE | DISCLOSURE |
|---------------------|---------------------------------------|-----------------|-------------|--|
| Activity Metrics | Number of Active Projects | Quantitative | IF EN 000.A | ~25,700 |
| | Number of Commissioned Projects | Quantitative | IF EN 000.B | ~12,000 |
| | Total Backlog | Quantitative | IF EN 000.C | Total backlog as of Dec. 31, 2020, was \$15.1 billion. |

HEADQUARTERS

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