

GRI STANDARDS CONTENT INDEX

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

DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	
2-1 Organizational details	Quanta Services, Inc., a Delaware corporation 2022 Annual Report on Form 10-K Cover Page
2-2 Entities included in the organization's sustainability reporting	2022 Annual Report on Form 10-K Part IV, Item 15, Exhibits and Financial Statement Schedules, Exhibit 21.1, Subsidiaries
2-3 Reporting period, frequency, and contact point	Fiscal Year 2022; annual; Grant Forman, gforman@quantaservices.com
2-4 Restatements of information	2019 to 2021 fleet energy consumption was restated to reflect more accurate fuel conversion factors from the Department of Energy's Greenhouse Gases, Regulated Emissions, and Energy Use in Transportation (GREET) model. 2019 to 2021 Scope 2 emissions were restated to reflect more accurate regional eGrid factors.
2-5 External assurance	Quanta does not have external assurance of its ESG metrics.
2-6 Activities, value chain, and other business relationships	2022 Annual Report on Form 10-K Part I, Item 1, Business
2-7 Employees	2022 Annual Report on Form 10-K Part I, Item 1, Business
2-8 Workers who are not employees	2022 Annual Report on Form 10-K Part I, Item 1, Business
2-9 Governance structure and composition	Board of Directors Committees of the Board of Directors Corporate Governance Guidelines 2023 Proxy Statement Corporate Governance
2-10 Nomination and selection of the highest governance body	2023 Proxy Statement Quanta Board of Directors
2-11 Chair of the highest governance body	Board of Directors 2023 Proxy Statement Quanta Board of Directors
2-12 Role of the highest governance body in overseeing the management of impacts	2023 Proxy Statement Corporate Governance The Board's Role in Risk Oversight
2-13 Delegation of responsibility for managing impacts	Board of Directors Governance and Nominating Committee Charter 2023 Proxy Statement Corporate Governance Committees of the Board
2-14 Role of the highest governance body in sustainability reporting	Board of Directors Governance and Nominating Committee Charter 2023 Proxy Statement Corporate Governance Committees of the Board

DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021, CONTINUED	
2-15 Conflicts of interest	Code of Conduct 2023 Proxy Statement Certain Transactions Review of Related Party Transactions 2023 Proxy Statement Corporate Governance Board Independence
2-16 Communication of critical concerns	Board of Directors Audit Committee Charter Code of Conduct Corporate Governance Guidelines
2-17 Collective knowledge of the highest governance body	2023 Proxy Statement Quanta Board of Directors
2-18 Evaluation of the performance of the highest governance body	2022 Proxy Statement Corporate Governance Board and Committee Evaluations
2-19 Remuneration policies	2022 Proxy Statement Compensation Discussion & Analysis
2-20 Process to determine remuneration	2022 Proxy Statement Compensation Discussion & Analysis
2-21 Annual total compensation ratio	2022 Proxy Statement Executive Compensation Chief Executive Officer Pay Ratio
2-22 Statement on sustainable development strategy	Building Momentum: Our Sustainability Strategy, p. 14 Appendix, SDG Index, p. 148
2-23 Policy commitments	Code of Conduct
2-24 Embedding policy commitments	Code of Conduct
2-25 Processes to remediate negative impacts	Quanta does not report a process to remediate negative impacts.
2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct
2-27 Compliance with laws and regulations	Code of Conduct
2-28 Membership associations	American Clean Power Association American Council on Renewable Energy American Gas Association Americans for a Clean Energy Grid Edison Electric Institute Greater Houston Partnership National Electrical Contractors Association Solar Energy Industries Association U.S. Business Roundtable
2-29 Approach to stakeholder engagement	2023 Proxy Statement Corporate Governance Engagement and Communications with the Board
2-30 Collective bargaining agreements	2022 Annual Report on Form 10-K Part I, Item 1, Business 2022 Annual Report on Form 10-K Part II, Item 8, Financial Statements and Supplementary Data

DISCLOSURE

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GRI 3: MATERIAL TOPICS 2021

3-1	Process to determine material topics	2021 Sustainability Report Materiality, p. 16
3-2	List of material topics	2021 Sustainability Report Materiality, p. 16
3-3	Management of material topics	2021 Sustainability Report Materiality, p. 16

GRI 201: ECONOMIC PERFORMANCE 2016

201-1	Direct economic value generated and distributed	2022 Annual Report on Form 10-K Part I, Item 1, Business
201-2	Financial implications and other risks and opportunities due to climate change	2022 Annual Report on Form 10-K Part I, Item 1, Business 2022 Annual Report on Form 10-K Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations
201-3	Defined benefit plan obligations and other retirement plans	2022 Annual Report on Form 10-K Part I, Item 1A, Risk Factors 2022 Annual Report on Form 10-K Part II, Item 8, Financial Statements and Supplementary Data
201-4	Financial assistance received from government	Quanta does not receive financial assistance from government.

GRI 202: MARKET PRESENCE 2016

202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Quanta does not report ratios of standard entry-level wage by gender compared to local minimum wage.
202-2	Proportion of senior management hired from the local community	Quanta does not report proportion of senior management hired from the local community.

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

203-1	Infrastructure investments and services supported	2022 Annual Report on Form 10-K Part I, Item 1, Business
203-2	Significant indirect economic impacts	Making an Impact: How Quanta Creates Value for Society, p. 8 Building Momentum: Our Sustainability Strategy, p. 14 How Quanta's Role in the North American Energy Transition Is Gaining Momentum, p. 18 Responding to Increasing Extreme Weather & Climate Disasters, p. 28 Collaborating With Industry to Deliver the Hydrogen Economy, p. 94

GRI 204: PROCUREMENT PRACTICES 2016

204-1	Proportion of spending on local suppliers	Quanta does not report proportion of spending on local suppliers.
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GRI 205: ANTI-CORRUPTION 2016

205-1	Operations assessed for risks related to corruption	Ethics & Integrity: Ensuring Responsible Governance, p. 114
205-2	Communication and training about anti-corruption policies and procedures	Ethics & Integrity: Ensuring Responsible Governance, p. 114
205-3	Confirmed incidents of corruption and actions taken	Quanta investigates all allegations of fraud, corruption, and any substantiated allegations that result in appropriate discipline and remedial action.

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GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Quanta is not aware of any anti-competitive legal actions in which it has been identified as a participant in 2022.
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GRI 207: TAX 2019

207-1	Approach to tax	2022 Annual Report on Form 10-K Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations
207-2	Tax governance, control, and risk management	2023 Proxy Statement Corporate Governance The Board's Role in Risk Oversight
207-3	Stakeholder engagement and management of concerns related to tax	2023 Proxy Statement Corporate Governance Engagement and Communications with the Board
207-4	Country-by-country reporting	2022 Annual Report on Form 10-K Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations

GRI 301: MATERIALS 2016

301-1	Materials used by weight or volume	Because Quanta performs specialty contractor work for customers, we do not report materials used by weight or volume.
301-2	Recycled input materials used	Because Quanta performs specialty contractor work for customers, we do not report recycled input materials used.
301-3	Reclaimed products and their packaging materials	Because Quanta performs specialty contractor work for customers, we do not report reclaimed products and their packaging materials.

GRI 302: ENERGY 2016

302-1	Energy consumption within the organization	Reducing Our Impact: Our Carbon Footprint, p. 86 Appendix, Sustainability Data Metrics, p. 126
302-2	Energy consumption outside of the organization	Quanta does not report on energy consumption outside of the organization.
302-3	Energy intensity	Reducing Our Impact: Our Carbon Footprint, p. 86 Appendix, Sustainability Data Metrics, p. 126
302-4	Reduction of energy consumption	Reducing Our Impact: Our Carbon Footprint, p. 86 Appendix, Sustainability Data Metrics, p. 126
302-5	Reductions in energy requirements of products and services	Reducing Our Impact: Our Carbon Footprint, p. 86 Appendix, Sustainability Data Metrics, p. 126

GRI 303: WATER & EFFLUENTS 2018

303-1	Interactions with water as a shared resource	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100
303-2	Management of water discharge-related impacts	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100

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GRI 303: WATER & EFFLUENTS 2018, CONTINUED

303-3	Water withdrawal	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100 Appendix, Sustainability Data Metrics, p. 126
303-4	Water discharge	Quanta does not report water discharge.
303-5	Water consumption	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100 Appendix, Sustainability Data Metrics, p. 126

GRI 304: BIODIVERSITY 2016

304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Quanta does not report operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100 Appendix, Sustainability Data Metrics, p. 126
304-3	Habitats protected or restored	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100 Appendix, Sustainability Data Metrics, p. 126
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Quanta does quantify IUCN Red List species and national conservation list species with habitats in areas affected by operations.

GRI 305: EMISSIONS 2016

305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Reducing Our Impact: Our Carbon Footprint, p. 86 Appendix, Sustainability Data Metrics, p. 126
305-2	Energy indirect (Scope 2) GHG emissions	Reducing Our Impact: Our Carbon Footprint, p. 86 Appendix, Sustainability Data Metrics, p. 126
305-3	Other indirect (Scope 3) GHG emissions	Appendix, Sustainability Data Metrics, p. 126
305-4	GHG emissions intensity	Reducing Our Impact: Our Carbon Footprint, p. 86 Appendix, Sustainability Data Metrics, p. 126
305-5	Reduction of GHG emissions	Reducing Our Impact: Our Carbon Footprint, p. 86 Appendix, Sustainability Data Metrics, p. 126
305-6	Emissions of ozone-depleting substances (ODS)	Quanta does not report emissions of ODS.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Appendix, Sustainability Data Metrics, p. 126

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GRI 306: WASTE 2020

306-1	Waste generation and significant waste-related impacts	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100 Appendix, Sustainability Data Metrics, p. 126
306-2	Management of significant waste-related impacts	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100 Appendix, Sustainability Data Metrics, p. 126
306-3	Waste generated	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100 Appendix, Sustainability Data Metrics, p. 126
306-4	Waste diverted from disposal	Quanta does not yet report waste diverted from disposal.
306-5	Waste directed to disposal	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100 Appendix, Sustainability Data Metrics, p. 126

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1	New suppliers that were screened using environmental criteria	Biodiversity, Environmental & Circular Economy Management: Restoring & Protecting, p. 100
308-2	Negative environmental impacts in the supply chain and actions taken	Quanta does not report on negative environmental impacts in the supply chain and actions taken.

GRI 401: EMPLOYMENT 2016

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

GRI 402: LABOR & MANAGEMENT RELATIONS 2016

402-1	Minimum notice periods regarding operational changes	Quanta does not report minimum notice periods regarding operational changes.
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GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018

403-1	Occupational health and safety management system	Protecting Our Employees: A Culture of Safety, p. 38 Elevating Safety & Productivity: Training & Education, p. 46 Appendix, Sustainability Data Metrics, p. 126 Appendix, SASB Index, p. 132
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DISCLOSURE

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GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018, CONTINUED

403-2 Hazard identification, risk assessment, and incident investigation	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
	Appendix, Sustainability Data Metrics, p. 126
	Appendix, SASB Index, p. 132
403-3 Occupational health services	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
	Appendix, Sustainability Data Metrics, p. 126
403-4 Worker participation, consultation, and communication on occupational health and safety	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
	Appendix, Sustainability Data Metrics, p. 126
	Appendix, SASB Index, p. 132
403-5 Worker training on occupational health and safety	2022 Annual Report on Form 10-K Part I, Item 1, Business
	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
	Appendix, Sustainability Data Metrics, p. 126
	Appendix, SASB Index, p. 132
403-6 Promotion of worker health	2022 Annual Report on Form 10-K Part I, Item 1, Business
	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
	Serving & Strengthening Our Communities & Employees, p. 74
	Appendix, Sustainability Data Metrics, p. 126
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Appendix, SASB Index, p. 132
	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
	Serving & Strengthening Our Communities & Employees, p. 74
403-8	Appendix, Sustainability Data Metrics, p. 126
	Appendix, SASB Index, p. 132

DISCLOSURE

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GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018, CONTINUED

403-8 Workers covered by an occupational health and safety management system	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
	Serving & Strengthening Our Communities & Employees, p. 74
	Appendix, Sustainability Data Metrics, p. 126
	Appendix, SASB Index, p. 132
403-9 Work-related injuries	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
	Serving & Strengthening Our Communities & Employees, p. 74
	Appendix, Sustainability Data Metrics, p. 126
403-10 Work-related ill health	Appendix, SASB Index, p. 132
	Protecting Our Employees: A Culture of Safety, p. 38
	Elevating Safety & Productivity: Training & Education, p. 46
403-11	Serving & Strengthening Our Communities & Employees, p. 74
	Appendix, Sustainability Data Metrics, p. 126
	Appendix, SASB Index, p. 132

GRI 404: TRAINING & EDUCATION 2016

404-1 Average hours of training per year per employee	Elevating Safety & Productivity: Training & Education, p. 46
	Appendix, Sustainability Data Metrics, p. 126
404-2 Programs for upgrading employee skills and transition assistance programs	2022 Annual Report on Form 10-K Part I, Item 1, Business
404-3 Percentage of employees receiving regular performance and career development reviews	Quanta does not report percentage of employees receiving regular performance and career development reviews.

GRI 405: DIVERSITY & EQUAL OPPORTUNITY 2016

405-1 Diversity of governance bodies and employees	Driving Organizational Impact: Diversity & Inclusion, p. 66
	Ethics & Integrity: Ensuring Responsible Governance, p. 114
	Appendix, Sustainability Data Metrics, p. 126
405-2 Ratio of basic salary and remuneration of women to men	Quanta does not report ratio of basic salary and remuneration of women to men.

DISCLOSURE	LOCATION
GRI 406: NON-DISCRIMINATION 2016	
406-1 Incidents of discrimination and corrective actions taken	Quanta does not report incidents of discrimination and corrective actions taken.
GRI 407: FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ethics & Integrity: Ensuring Responsible Governance, p. 114
GRI 408: CHILD LABOR 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics & Integrity: Ensuring Responsible Governance, p. 114
GRI 409: FORCED OR COMPULSORY LABOR 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics & Integrity: Ensuring Responsible Governance, p. 114
GRI 410: SECURITY PRACTICES 2016	
410-1 Security personnel trained in human rights policies or procedures	Quanta does not have security personnel trained in human rights policies or procedures.
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	
411-1 Incidents of violations involving rights of Indigenous peoples	Quanta is not aware of any incidents of violations involving rights of Indigenous peoples.
GRI 413: LOCAL COMMUNITIES 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Making an Impact: How Quanta Creates Value for Society, p. 8 Driving Organizational Impact: Diversity & Inclusion, p. 66 Serving & Strengthening Our Communities & Employees, p. 74
413-2 Operations with significant actual and potential negative impacts on local communities	Quanta is not aware of operations with significant actual and potential negative impacts on local communities.
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	
414-1 New suppliers that were screened using social criteria	Making an Impact: How Quanta Creates Value for Society, p. 8 Driving Organizational Impact: Diversity & Inclusion, p. 66
414-2 Negative social impacts in the supply chain and actions taken	Quanta is not aware of negative social impacts in the supply chain.
GRI 415: PUBLIC POLICY 2016	
415-1 Political contributions	Political Activity

DISCLOSURE	LOCATION
GRI 416: CUSTOMER HEALTH & SAFETY 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Protecting Our Employees: A Culture of Safety, p. 38 Elevating Safety & Productivity: Training & Education, p. 46 Appendix, Sustainability Data Metrics, p. 126 Appendix, SASB Index, p. 132
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Protecting Our Employees: A Culture of Safety, p. 38 Elevating Safety & Productivity: Training & Education, p. 46 Appendix, Sustainability Data Metrics, p. 126 Appendix, SASB Index, p. 132
GRI 417: MARKETING & LABELING 2016	
417-1 Requirements for product and service information and labeling	Quanta has no requirements for product and service information and labeling.
417-2 Incidents of non-compliance concerning product and service information and labeling	Quanta is not aware of any incidents of non-compliance concerning product and service information and labeling.
417-3 Incidents of non-compliance concerning marketing communications	Quanta is not aware of any incidents of non-compliance concerning marketing communications.
GRI 418: CUSTOMER PRIVACY 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Quanta is not aware of any substantiated complaints concerning breaches of customer privacy and losses of customer data.