



# POWER

2024 SUSTAINABILITY REPORT





## WHAT IS POWER?

Power is the strength of our business, fueled by the unwavering commitment of our people.

Power is the energy that enables our daily lives and the critical infrastructure we build that supports it, no matter how tough the conditions.

Power is the culture and legacy of our family of companies and the steadfast determination of our people, who are at the heart of everything we do.

It is the enduring impact and deep human connections forged in the harshest weather and toughest terrain.

It is the force that drives us at Quanta in the relentless pursuit of excellence, overcoming challenges and growing sustainably, embodying the true essence of



# POWER



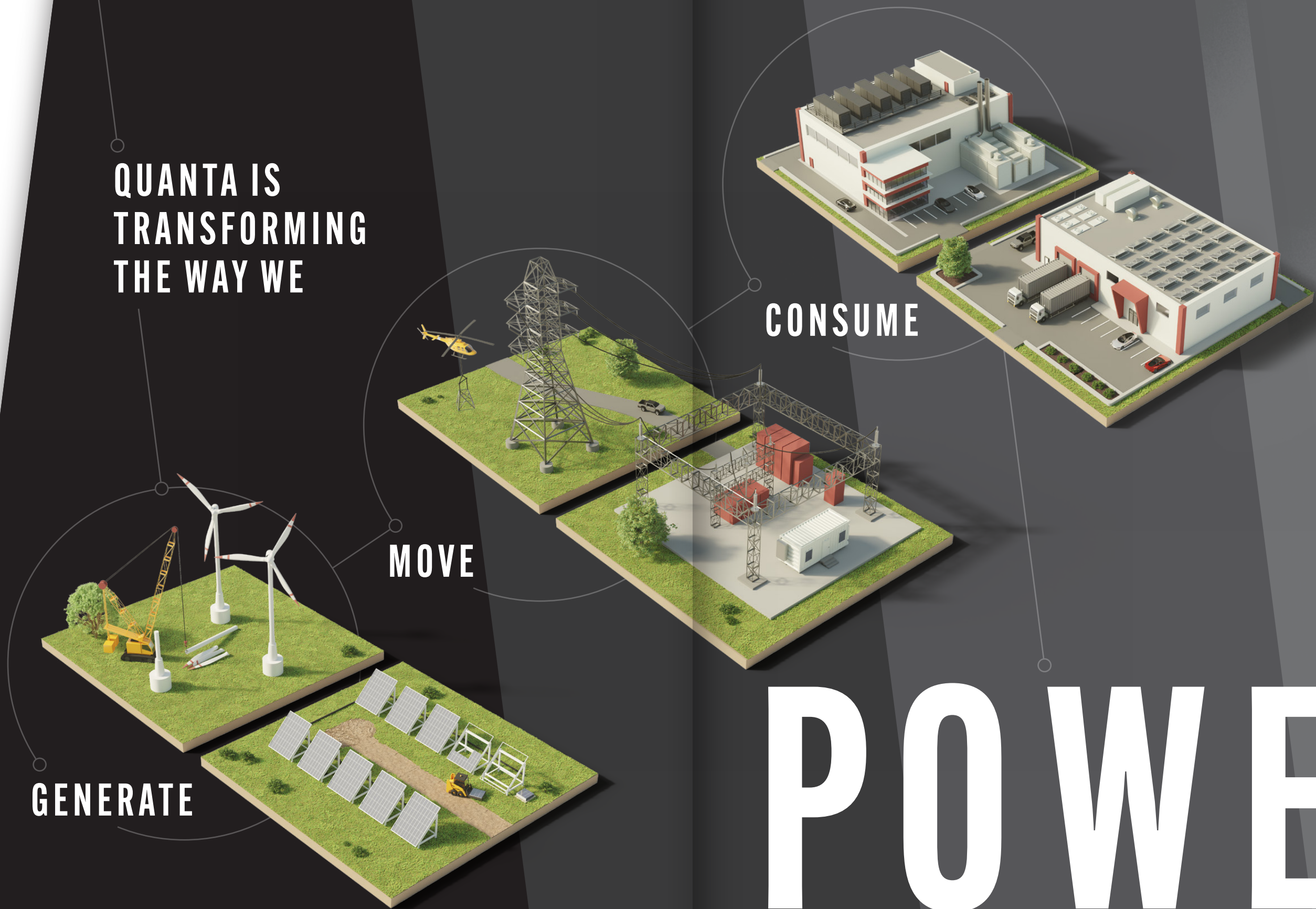
QUANTA IS  
TRANSFORMING  
THE WAY WE

CONSUME

MOVE

GENERATE

POWER



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

Driven by our commitment to world-class safety and employee training, our people—our most valuable asset—are at the heart of our growth strategy and success. Our vision is to leave a measurable, sustainable legacy on people and our planet with a steadfast focus on our employees, customers, and communities. By delivering critical infrastructure services that enable the technologies of tomorrow and capitalizing on energy megatrends, as Quanta grows, so does our enduring positive impact on society.

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## ABOUT THIS REPORT

### Scope

This report, Quanta's 2024 Sustainability Report (SR), was published in October 2025 and reflects activities and initiatives in our fiscal year 2024 (January 1, 2024, to December 31, 2024), as well as certain subsequent events and initiatives that occurred after the end of fiscal year 2024, which we have endeavored to note as such. All quantitative data for Quanta included in this report, unless otherwise stated, represents fiscal year 2024. Additionally, unless otherwise noted, data in this report reflects the majority of our global operations (United States, Canada, and Australia), as relevant. All references to "Quanta," "Quanta Services," "Company," "us," "we," "our," or similar terms in this report are references to Quanta Services, Inc., together with its subsidiaries.

Our last report, the 2023 Sustainability Report, was published in September 2024.

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

### Report Structure: Our Commitment to Transparency

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

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

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

These standards provide criteria for us to report against across a range of IESG topics and are available for download at [sustainability.quantaservices.com](https://sustainability.quantaservices.com).

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

### Forward-Looking Statements

This report (and oral statements regarding the subject matter of this report) includes forward-looking statements intended to qualify under the "safe harbor" from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements include any statements reflecting Quanta's business or financial outlook and expected opportunities, technological developments, competitive positioning, future economic and regulatory conditions, and other trends in particular markets or industries, as well as other statements reflecting expectations, goals, targets, intentions, strategies, assumptions, plans, or beliefs about future events or performance or that do not solely relate to historical or current facts. These forward-looking statements are not guarantees of future performance; involve or rely on a number of risks, uncertainties, and assumptions that are difficult to predict or are beyond our control; and reflect management's beliefs and assumptions based on information available at the time the statements are made. We caution you that actual outcomes and results may differ materially from what is expressed, implied, or forecasted by our forward-looking statements and that any or all of our forward-looking statements may turn out to be inaccurate or incorrect. For additional information concerning some of the risks, uncertainties, assumptions, and other factors that could affect our forward-looking statements, please refer to Quanta's Annual Report on Form 10-K for the year ended December 31, 2024, as well as any other documents filed with the SEC, which are available on our website ([quantaservices.com](https://quantaservices.com)). Should one or more of these risks materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those expressed or implied in any forward-looking statements. You should not place undue reliance on Quanta's forward-looking statements, which are current only as of the date of publication of this report. Quanta does not undertake and expressly disclaims any obligation to update or revise any forward-looking statements to reflect events or circumstances after such date or otherwise, and Quanta does not undertake and expressly disclaims any obligation to verify any written or oral statements made by any third party regarding the subject matter of this report.

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

## A MESSAGE

# FROM

# OUR CEO

From electron generation to consumption, Quanta is a leader in an industry that is going through its most significant infrastructure investment cycle in over a generation.

**M**ore than ever, our world is running on electricity, the lifeblood of society that fuels the economy. Rising energy demand, driven by artificial intelligence, presents new challenges for power grids and increases the need for energy generation from all sources, as well as enhanced connectivity to high-demand centers.

At Quanta, we are responding to this challenge by playing a pivotal role in connecting electrons and building the electrical infrastructure that propels our nation into the future.

While Quanta is well-positioned to seize these opportunities, our focus remains on what truly sets us apart: our people and our culture. Quanta is a family of companies, each with a unique entrepreneurial spirit and identity, but it's our collective strength that defines who we are.

THE SHARED EXPERTISE AND CAPABILITIES ACROSS ALL OUR COMPANIES MAKE QUANTA THE **PARTNER OF CHOICE FOR DELIVERING END-TO-END ENERGY SOLUTIONS.**

In this report, I'm proud to highlight not only our sustainability progress but also the people who make Quanta what it is. This year, we honor the unwavering dedication, commitment, and expertise of our long-serving employees, whose enduring spirit leaves an indelible mark on their families, crews, and Quanta. They are the cornerstone of our success, and this report is theirs and all of Quanta's story. Thank you for your trust and confidence in Quanta Services.

**EARL C. "DUKE" AUSTIN, JR.**

President & Chief Executive Officer



## ENDURING COMMITMENT: VOICES OF EXPERIENCE

At Quanta, the unwavering dedication, commitment, and expertise of our long-serving employees, whose service spans decades, are the cornerstone of our success.

YOU HAVE TO BE  
DEDICATED TO  
THIS TRADE.

It's my responsibility to train the next generation.

### MY STORY:

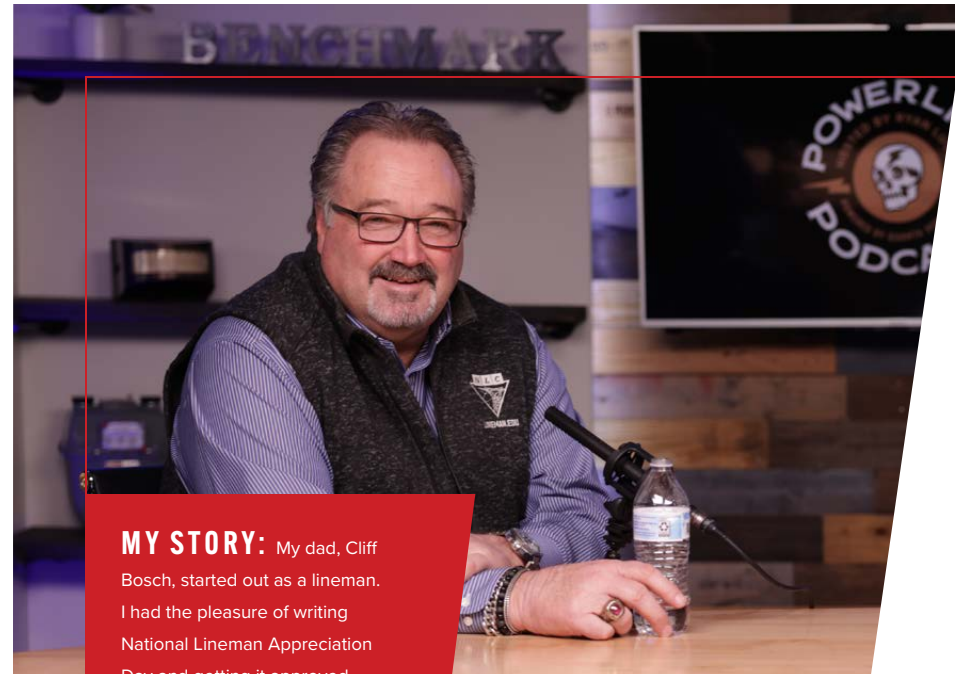
Three weeks into line school—being outside, the climbing, the camaraderie—I knew it was the job I wanted to do for the rest of my life.

**DON MUZZY**

Lazy Q Instructor, Quanta Services

Our long-serving employees are our greatest asset, bringing deep experience, invaluable knowledge, and an enduring spirit that drives the construction of critical infrastructure to power our economy.

Here, we recognize and celebrate the voices of these exceptional professionals. Their stories are woven into the fabric of the infrastructure they have built, leaving an indelible mark on their families, crews, and the industry. We will never take this legacy for granted.



**MY STORY:** My dad, Cliff Bosch, started out as a lineman. I had the pleasure of writing National Lineman Appreciation Day and getting it approved through Congress in 2012.

Your historical line-family matters. For the young folks getting into the trades today, you can't know where you are or where you are going unless you know what others before you have done

AND WHAT KNOWLEDGE  
THEY CAN PASS ONTO YOU.

**BILL BOSCH**

Lineworker, International Lineman Hall of Fame Inductee, Northwest Lineman College Campus President, VP of Apprenticeships & Client Solutions, Electric Industry Professional, Leadership Coach & Keynote Inspirational Speaker

**MY STORY:** I began my oil and gas industry career in 2001 after completing an Electrical Mechanic apprenticeship, gaining experience in Australia and the Middle East. For over 20 years, I've worked and collaborated with Quanta Services Australia team members.

TREAT OTHERS HOW YOU WANT TO BE  
TREATED, EVEN WHEN IT COMES TO  
DIFFICULT CONVERSATIONS.

Build relationships and take the time to celebrate the success of others. Watching a young graduate or tradesman come into the business, grow, and progress their career is truly satisfying.

**DARYL SERCOMBE**

Project Lead, Quanta Services Australia



**MY STORY:** I graduated as a Civil Engineer and began work in Australia in 1996. Working on great projects with great people, I progressed through the project management ranks to Operations Manager.



Grab every opportunity, learn from everybody around you, and treat everybody with respect—

EVERYONE HAS SOMETHING  
TO CONTRIBUTE.

**CHRIS KELLY**

Vice President, Infrastructure, Quanta Services Australia

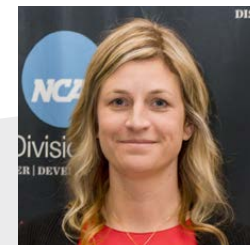
COMPLACENCY  
IS A DISEASE.  
NEVER STOP LEARNING.

This industry is increasingly sophisticated and complex.

**AMETHYST ROEBUCK**

Director, Environmental Services

**MY STORY:** My dad was an electrician in the U.S. Navy. I went to medical school with an undergraduate degree in Applied Ecology. I loved being outdoors more than inside, and electricity is in my blood.



### MY STORY:

After earning my degree in Engineering, my

journey has taken me through many industries—from the nuclear sector to food processing, and now into substation and transmission line work.

Every path offers a chance to learn and grow—but it's the people and the work that make the journey meaningful.

STAY OPEN, LISTEN, AND  
TAKE IN WHAT EACH  
STEP HAS TO OFFER.

**CORTNEY GERBERS**

Senior EPC Project Manager





## POWERLINE PODCAST: DEEP CONNECTIONS MEET NEW TECHNOLOGY

As Quanta's workforce grows rapidly, how do we connect, educate, inspire, and keep our employees informed while maintaining the legacy and tradition that runs deep in this industry? The solution: the Powerline Podcast. As Quanta grows to over 58,000 employees, we will use this platform and technology to deepen connections and enhance communication while staying true to our culture.

Host Ryan Lucas is a second-generation lineworker. We interview him about his roots in the industry and his journey from lineworker to podcaster.



### WATCH

Ryan Lucas takes you behind the scenes of the Powerline Podcast studio.

### Q What inspired you to create Powerline Podcast?

**A** Powerline Podcast was born from my deep connection to the line trade community and my love for storytelling. By 2019, I'd been in the industry for almost 20 years, and as I shifted into a management role, I found myself missing the camaraderie of my lineworker family. I wanted to reconnect with that world and share our stories in a modern way. Podcasting felt like the perfect medium to celebrate the rich culture of our craft and the incredible people who make it possible.

### Q How did your childhood experiences shape your passion for storytelling?

**A** Running a small business in a rural town during the '80s and '90s was challenging, and my parents often faced tough decisions to keep things afloat. One creative solution was housing lineworkers at our home instead of paying them a per diem. This meant our house had a revolving door of lineworkers from all over the country.

As a kid, I loved listening to their stories—tales of the places they'd been, the incredible projects they'd worked on, and the bonds they'd formed. It wasn't until much later, after becoming a lineworker myself, that I realized how much these stories had shaped me. They instilled a sense of pride in the trade and a love for the art of storytelling.

### Q What does being a lineworker mean to you?

**A** For me, being a lineworker is much more than a career—it's a brotherhood and sisterhood. Lineworkers are deeply rooted in service, not unlike members of the armed forces or emergency responders. When the lights go out, we're the ones who step in to restore normalcy.

We thrive on challenges, whether it's replacing an energized 25 kV pole in a bustling city intersection or solving complex problems in the field. The culture of linework is unique, and, unless you're part of it, it's hard to fully understand the sense of pride and purpose it brings.

### Q How did the podcast evolve over time?

**A** When I started Powerline Podcast in 2019, there were only about 750,000 podcasts globally, and most didn't make it past three episodes. I stayed ruthlessly consistent, even when it felt like no one was listening.

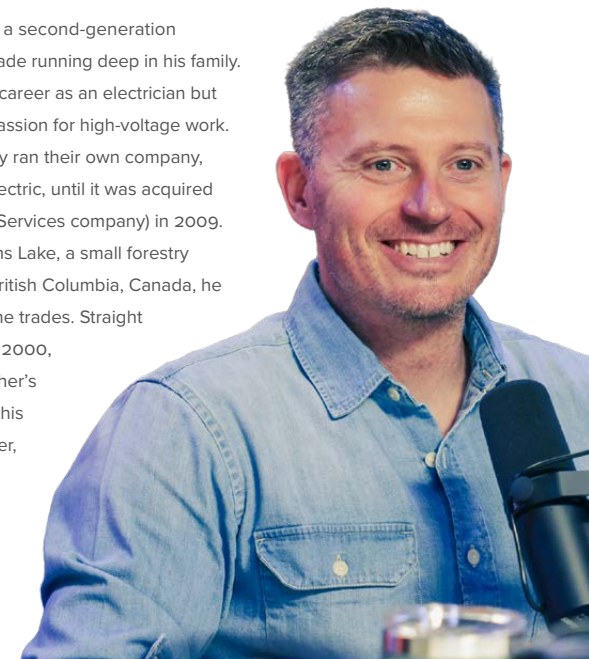
It took three years before the podcast started gaining real traction. By 2022, I was the lead instructor for Quanta's line school at the Lazy Q Ranch, podcasting from my instructor cabin during my off hours. That year, Quanta reached out about taking the podcast full-time under Quanta's umbrella. A few months later, Quanta officially acquired Powerline Podcast.

### Q What impact has the podcast had on you and the industry?

**A** The podcast has been an incredible journey of personal growth and connection. It's allowed me to reach thousands of people with a positive message about the trades, emphasizing the importance of craft labor.

Not enough people are talking about the trades. College has its place, but it isn't the path for everyone. With Quanta Services being North America's largest supplier of craft-skilled labor, we must think outside the box to attract the next generation of workers. Podcasting has been a powerful platform for that. Since I started in 2019, the number of podcasts globally has grown from 750,000 to over 4 million, showing how much this medium has expanded.

**RYAN LUCAS** is a second-generation lineworker with the trade running deep in his family. His father started his career as an electrician but discovered his true passion for high-voltage work. His parents eventually ran their own company, Interior Power and Electric, until it was acquired by Allteck (a Quanta Services company) in 2009. Growing up in Williams Lake, a small forestry and mining town in British Columbia, Canada, he was surrounded by the trades. Straight out of high school in 2000, he followed in his father's footsteps and began his journey as a lineworker, topping out as a journeyman in 2004.





# A BLUEPRINT FOR SUCCESS

## HOW QUANTA'S BUSINESS MODEL DRIVES A CULTURE OF SUSTAINABILITY

In addition to organic growth, Quanta's business model includes strategic acquisitions that aim to create long-term value by combining resources, expertise, and market reach in the construction services industry. This approach broadens service offerings, boosts operational efficiency, and fosters sustainability. Newly acquired companies can leverage Quanta's sustainability framework, improve efficiency, and access new technologies to reduce environmental impact.

### 2 ENHANCING SAFETY EXCELLENCE

When a company joins Quanta, it gains tools, resources, and support to achieve exceptional safety standards. This begins with thorough due diligence through the PWR Excellence safety management system via conversations and site visits. Tailored plans are then developed to address gaps that align with Quanta's vision.



### 1 MEASUREMENT OF SUSTAINABILITY IMPACTS

The newly acquired company is introduced to Quanta's sustainability team and integrated with its frameworks for tracking key sustainability data. This process is vital for measuring performance and supporting Quanta's climate goals.



### 3 FLEET & BUILDING OPTIMIZATION

Newly acquired companies gain access to Quanta's capital, enabling upgrades to fleet vehicles and property. Replacing older vehicles with fuel-efficient models boosts efficiency and lowers carbon emissions per dollar of revenue generated.

### CASE STUDY

## SUSTAINABLY RESHAPING THE U.S. ENERGY LANDSCAPE

Pennsylvania Transformer Technology (PTT) is undergoing a transformation, driven by Quanta Services, to modernize power delivery in North America. Investments in capacity expansion, quality improvements, and sustainability—including a new core line, isostatic press, autoclave, and LED lighting—support PTT's vision.

We're not just optimizing our current operations, we're preparing for a future where PTT plays a

## PIVOTAL ROLE IN AMERICA'S ENERGY INDEPENDENCE AND SUSTAINABILITY GOALS.

**SANDEEP CHAKRAVARTY**

President, PTT





## 2024 NOTABLE AWARDS: QUANTA SERVICES

### INSTITUTIONAL INVESTOR

**No. 31 Most Honored Company,**  
Institutional Investor All-America  
Executive Team survey

# #1

for all categories within the  
**Engineering & Construction**  
**category** in the Institutional Investor  
All-America Executive Team survey

- Best Chief Executive Officer
- Best Chief Financial Officer
- Best Investor Relations Officer
- Best Independent Review Organization
- Best Investor Relations Program
- Best Investor Relations Team
- Best Company Board
- Best Sustainability Program



# #3

on the *Houston Chronicle*  
**Chronicle 100**



**No. 4 U.S. Solar Installer,**  
Solar Power World 2024  
Top Solar Contractors List



# #1

**Specialty  
Contractor  
in America,**  
*Engineering  
News-Record*  
Top 600 List



Recognized as  
one of **America's  
Most Responsible  
Companies**  
by *Newsweek*



# #3

**Healthiest Employer of Texas**  
for employers with over  
10,000 employees

No. 26 on the **2024 Healthiest  
100 Workplaces in America**  
by Healthiest Employers



# #3

**in the Engineering &  
Construction sector** of  
Fortune's World's Most  
Admired Companies



# #192

on the **2024 Forbes  
Fortune 500** list



# #5

**Best Construction & Trades  
Internship Program,**  
Vault's Best Internships by  
Industry 2024 rankings



**No. 19 Best Internships for  
Engineering,** Vault's Best  
Internships by Role 2024 rankings



No. 216 on the **2024 Best  
for Vets Employers** list  
by *Military Times*



# IN FOCUS

## RECOGNIZING QUANTA EMPLOYEES



Scott Ceello, Field DOT Coordinator for M.J. Electric, was presented with **VitalCog's 2024 Mental Health Champion Award** by the Helen and Arthur E. Johnson Depression Center for facilitating the most VitalCog in Construction trainings in 2023. See page 86 for more.



Brandon Klassen, Field Project Manager at Arnett & Burgess, represents Canada in men's curling and recently won the **2024 Everest North American Curling Club Championship**.



K.C. Murray, Environmental Health and Safety (EHS) Manager for Hallen Construction, was recognized by the National Safety Council as a **2024 Rising Star of Safety**.



Troy Rouse, Senior Safety Manager for Mears, was awarded the **Wilson Yancey Safety Professional of the Year Award**.



David Pope, Manager at Quanta Technology, was named a **Top 25 Thought Leader in Utility Analytics** by the Utility Analytics Institute.



Nic Fink, Design Engineer and Assistant Project Manager for QUES, and Charlie Swanson, Senior Project Coordinator at HKB Engineering, LLC, brought home **two gold and three silver medals from the Paris 2024 Olympics**. See page 78 for more.



Veronika Rabl and Julio Romero, Quanta Technology employees, were elevated to **Institute of Electrical and Electronics Engineers (IEEE) Fellows**.



## RECOGNIZING QUANTA OPERATING COMPANIES



Blattner received the **Collaboration Award** from their partner, ENGIE, during their inaugural supplier awards.



Cupertino Electric was ranked No. 6 of the **2024 Top 50 Electrical Firms in the U.S.** and No. 20 of the **2024 Top 600 Specialty Contractors** by *Engineering News-Record*.

Solar Power World ranked Cupertino Electric No. 1 on the **2024 Top Solar + Storage Installers list** and No. 12 on the **2024 Top Solar Contractors list**.



Mears Broadband received the **2024 Fleet Masters Award** from *Construction Equipment* magazine and the Association of Equipment Management Professionals (AEMP).



Potelco was recognized in *Fast Company's* **2024 World Changing Ideas list** for their work with Pacific Gas & Electric (PG&E) in designing and building PG&E's innovative remote grid program.

## AWARD-WINNING SAFETY

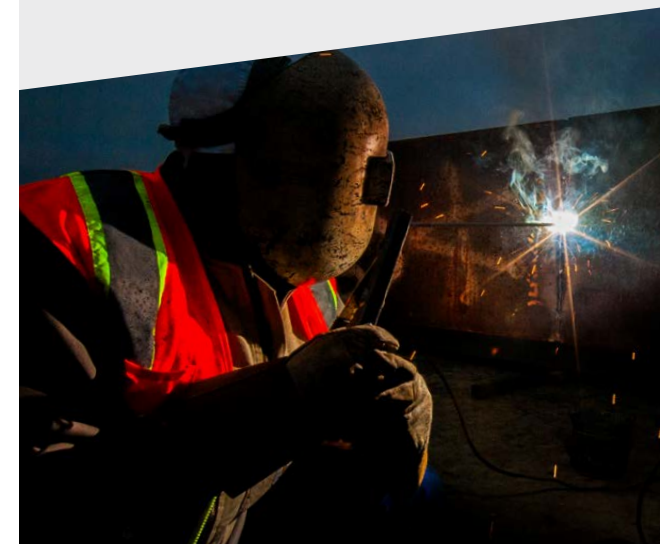
Quanta operating companies were recognized by the Associated General Contractors (AGC) of California at the **2024 Construction Safety Excellence Awards**.



Nova Group won **first place in the Heavy/Civil/Highway Division** for projects under 300,000 worker hours.



Underground Construction was named a **finalist in the Specialty Division** for projects over 2 million worker hours.



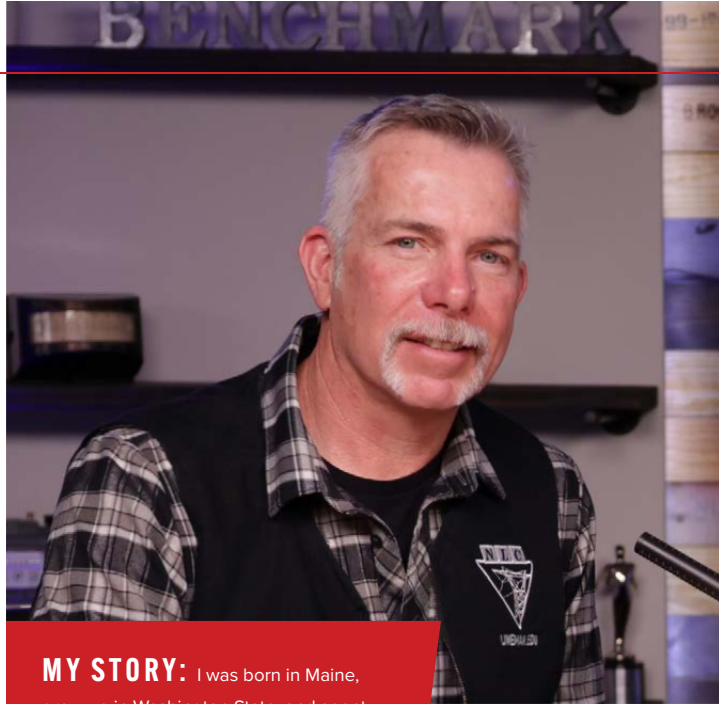




YEAR

2024: THE YEAR  
IN STORIES

IN STORIES



**MY STORY:** I was born in Maine, grew up in Washington State, and spent some time living in Alaska.

IF SOMEONE IS SUCCESSFUL IN THE TRADES, YOU KNOW WHAT GOT THEM THERE: THEY HAVE DISCIPLINE AND DRIVE. ON AN OUTAGE JOB, **NO ONE IS GOING HOME UNTIL THE JOB IS DONE AND DONE RIGHT.**

**MARK GROVES**

Lineworker, Lineman Hall of Fame Inductee, President of Northwest Lineman College Idaho campus, and inventor of tools for our trade, such as the OX Block® and the TransBanker®

**IN THIS SECTION**

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QUANTA'S COMPLETE  
END-TO-END ENERGY SOLUTION:

# FROM GENERATION TO CONSUMPTION

**T**echnologies such as artificial intelligence (AI), data center expansion, domestic manufacturing growth, and sector-wide electrification are ushering in a new era of rising electricity demand in the United States. At Quanta, we are meeting this challenge by supporting our customers in accelerating the construction of vital infrastructure to ensure the nation's energy needs are met with a reliable, affordable, and sustainable power system.

## THE YEAR IN STORIES

2024

We believe a convergence is developing across the utility and technology industries, which is driving electric load growth using all forms of energy.

QUANTA'S SELF-PERFORM CAPABILITIES AND SERVICES PORTFOLIO CREATE A COMPREHENSIVE END-TO-END INFRASTRUCTURE SOLUTION **ACROSS THE ELECTRICAL COMPLEX, FROM ELECTRON GENERATION TO TRANSMISSION TO CONSUMPTION.**

Quanta's ability to deliver scalable solutions built around craft-skilled labor puts us in a unique position to address the complex infrastructure challenges these industries face.

**EARL C. "DUKE"  
AUSTIN, JR.**

President & Chief  
Executive Officer





## GENERATING POWER



### SHERCO SOLAR: MEETING RISING POWER DEMAND

According to the U.S. Energy Information Administration (EIA), in 2024, renewable energy sources generated 21% of electricity in the U.S., marking a nearly 9% year-over-year increase.<sup>1</sup> Solar power continues to lead this growth, with the U.S. achieving another record-breaking year by installing over 36 gigawatts (GW) of utility-scale solar capacity in 2024, as reported by the Solar Market Monitor from the American Clean Power Association and S&P Global Commodity Insights.<sup>2</sup> In response to this growing need, Quanta continues to install record amounts of renewable capacity, with 10 GW of utility-scale wind and solar capacity installed in 2024, up from 3.3 GW in 2023.

<sup>1</sup> [eia.gov/electricity/monthly/](https://www.eia.gov/electricity/monthly/)

<sup>2</sup> [cleanpower.org/wp-content/uploads/gateway/2024/11/ACP\\_Solar-Market-Monitor-H1-2024\\_Public-Executive-Summary\\_v2.pdf](https://www.cleanpower.org/wp-content/uploads/gateway/2024/11/ACP_Solar-Market-Monitor-H1-2024_Public-Executive-Summary_v2.pdf)



#### WATCH

Learn more about what makes Sherco Solar unique.



The coal-powered Sherco plant in Minnesota is undergoing a significant transformation. Previously responsible for generating over 10 million tons of carbon dioxide emissions annually, the site is now being repurposed to play a pivotal role in connecting the largest solar project in the Upper Midwest—and one of the largest in the nation—to the electrical grid. In partnership with Xcel Energy, Quanta is constructing the new Sherco Solar facility, ensuring that while thousands of acres around the plant are covered in solar panels, the plant's most valuable asset—the grid connection—remains essential to the project's success.

#### BY THE NUMBERS

# 1.6 M+

solar panels covering 4,500 acres across 3 sites

# 710 MW

of electricity, enough to power about 150,000 homes

# LARGEST

solar facility in the Upper Midwest

### Transferring Interconnection From Coal to Solar

Rather than going to waste as the Sherco coal-fired plant closes, the valuable infrastructure will remain to connect the Sherco Solar project to the grid. Repurposing the existing system significantly reduced the interconnection time from an average of five years to less than one year to get the electricity from Sherco Solar distributed to its customers. This approach not only cuts down on time and costs associated with the interconnection queue but also aids the efficient and cost-effective transition of the generation fleet to clean energy.

A recent study underscores the potential benefits of integrating renewable energy projects with existing fossil fuel power plants.<sup>3</sup> Researchers from the University of California, Berkeley, analyzed several criteria to identify optimal locations for such connections. These included the availability of suitable land near thermal plants for wind and solar installations, the energy generation capacity of wind or solar resources in the area, and the amount of renewable energy that could be efficiently fed into the plant's interconnection infrastructure. Based on their findings, the researchers estimate that by 2032, utilities could add up to 1,000 GW of new renewable energy capacity near both active and decommissioning fossil fuel plants.

<sup>3</sup> [gspp.berkeley.edu/assets/uploads/page/Surplus\\_Interconnection.pdf](https://gspp.berkeley.edu/assets/uploads/page/Surplus_Interconnection.pdf)

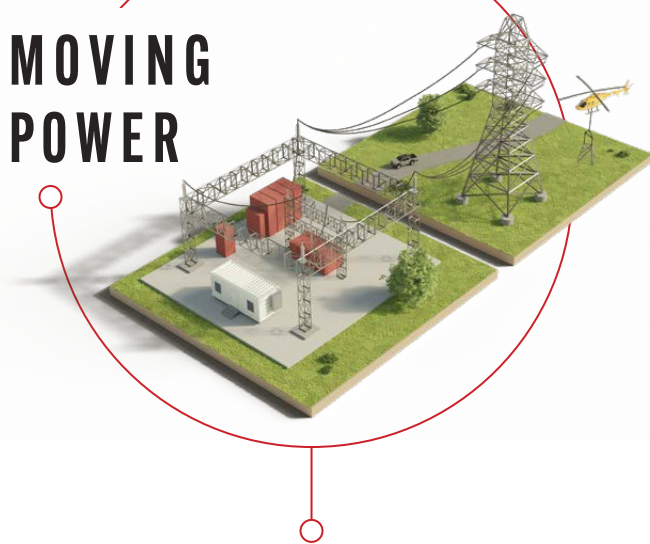
### BUILDING A POLLINATOR-FRIENDLY HABITAT

A key objective of Sherco Solar is to plant native prairie grasses and flowers to build a high-quality pollinator habitat within the solar array. These plants provide a habitat for bee and butterfly populations, promote soil health, provide a habitat for birds, lower maintenance costs, and improve water quality. The project has met the standards of Minnesota's Habitat Friendly Solar Program, administered by the Minnesota Board of Water and Soil Resources, which supports benefits to game birds, songbirds, and pollinators.





## MOVING POWER



### SUNZIA TRANSMISSION: INDUSTRY-LEADING HIGH-VOLTAGE SOLUTIONS

**R**ecent studies by the Department of Energy highlight a significant and growing demand for new transmission infrastructure in the United States. Estimates suggest that the transmission system needs to expand by 50% to 60% by 2030 and potentially triple by 2050 to accommodate renewable energy generation and meet the increasing electricity demand across various regions.<sup>4</sup> Against this backdrop, Quanta Services and its family of companies are leading the construction of essential infrastructure, including transmission, distribution, and substations, to connect renewable projects to the grid.

<sup>4</sup> [nrel.gov/news/features/2024/national-transmission-planning-study.html#:~:text=Year%202035%20Projections&text=The%20NTP%20Study%20found%20the,transmission%20system%20is%20even%20greater.](https://www.nrel.gov/news/features/2024/national-transmission-planning-study.html#:~:text=Year%202035%20Projections&text=The%20NTP%20Study%20found%20the,transmission%20system%20is%20even%20greater.)

The largest renewable energy infrastructure project in the history of the U.S. is taking shape across central New Mexico and southern Arizona. Quanta is leveraging the expertise of multiple operating companies to deliver comprehensive infrastructure services for the SunZia Transmission and SunZia Wind projects. These projects will harness energy from a 3,515-MW wind farm, spanning 550 miles to supply power to the Western grid.

### SunZia Transmission Project

The SunZia Transmission Project broke ground in September 2023 and aims to begin commercial operations in 2026. This ±525 kV high-voltage direct current (HVDC) bipole transmission line (2 × 1.5 GW) spans 550 miles, crossing 12 counties across state, federal, and private lands. It links SunZia Wind in central New Mexico to south-central Arizona, delivering 3 GW of clean energy to the Southwest. Power from the bi-directional transmission line will be delivered to the Palo Verde hub, linking to the California Independent System Operator's system.

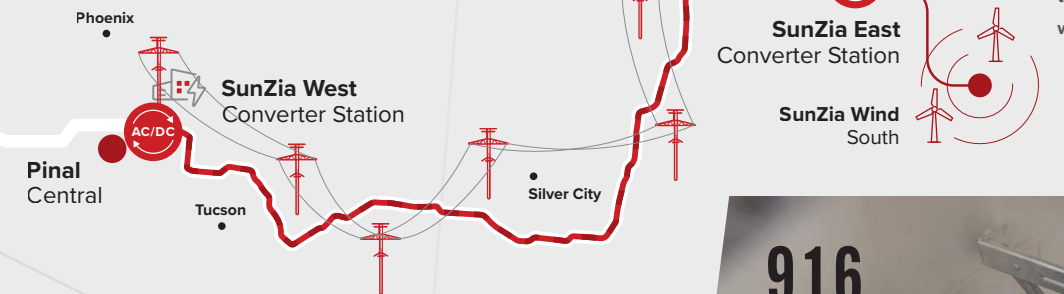
The U.S.'s largest voltage source converter installation, the ±525-kV HVDC system, comprises 2,162 structures—lattice towers and monopoles—engineered to accommodate clearances and terrain variations. Two HVDC converter stations, SunZia East DC in New Mexico and SunZia West in Arizona, play key roles: the New Mexico station converts AC to DC for transport, while the Arizona station converts DC back to AC for grid integration.

SunZia incorporates HVDC technology, which enhances efficiency in long-distance power transmission. Its voltage source converter design minimizes transmission losses, and studies indicate HVDC Light® cuts conversion losses by nearly two-thirds compared to older systems while reducing environmental impact.<sup>5</sup>

At its peak, the SunZia Transmission Project supported over 2,000 construction jobs and will support over 125 permanent jobs for operation and maintenance. It is estimated to contribute \$20.5 billion in economic benefits, including \$1.3 billion in fiscal impacts benefiting local governments, communities, and schools.

<sup>5</sup> [hitachienergy.com/us/en/products-and-solutions/hvdc/hvdc-light-life-cycle-assessment](https://www.hitachienergy.com/us/en/products-and-solutions/hvdc/hvdc-light-life-cycle-assessment)

## THE LARGEST RENEWABLE ENERGY INFRASTRUCTURE PROJECT IN UNITED STATES HISTORY



# 3,515 MW

total installed  
wind energy generation

# 5.7 K MILES

of overhead conductor,  
equivalent to more than half  
of the diameter of Earth

# 916

wind turbines,  
over 55 miles  
tall if stacked

# 551 MILES

of DC line on lattice and  
monopole structures

# 15 K

cacti relocated  
for environmental  
purposes



# 3,000 MW

active power capacity



# 2,500+

total workforce, including employees  
from 19 Quanta operating companies





CEI broadens Quanta's core craft skill-led technical capabilities with its leading inside electrical and power system solutions.

#### POWER DISTRIBUTION

- Transmission Service
- Switchyards
- Substations
- Underground & Overhead MV
- Active Voltage Conditioning
- Network Management & SCADA

#### HIGH & MEDIUM VOLTAGE



CEI combined with Quanta's electric grid and renewable generation capabilities creates a comprehensive end-to-end electrical infrastructure solution across several strategic verticals that are driving electricity demand.

#### LOW VOLTAGE POWER DISTRIBUTION

- Switchgear
- Switchgear Control & Integration
- Pad Mount & Dry-Type Transformers
- PDUS & RPPS
- Feeders
- Bus Duct & Cable Bus
- Power Factor Correction Systems
- EMPMS & SCADA

#### INTERIOR ELECTRICAL

- Lighting Systems & Lighting Control
- Security, Card Access & Surveillance
- Structured Cabling & Fiber Optics
- Lightning Protection
- Rack Power Fit Up
- Tenant Improvements
- Fire Alarm & VESDA
- Grounding

#### UNINTERRUPTIBLE & STANDBY POWER SYSTEMS

- Generators & Paralleling Switchgear
- Static & Rotary UPS Systems
- Automatic & Static Transfer Switches
- Transfer Circuit Breakers
- Switchgear Control & Integration
- EPMS

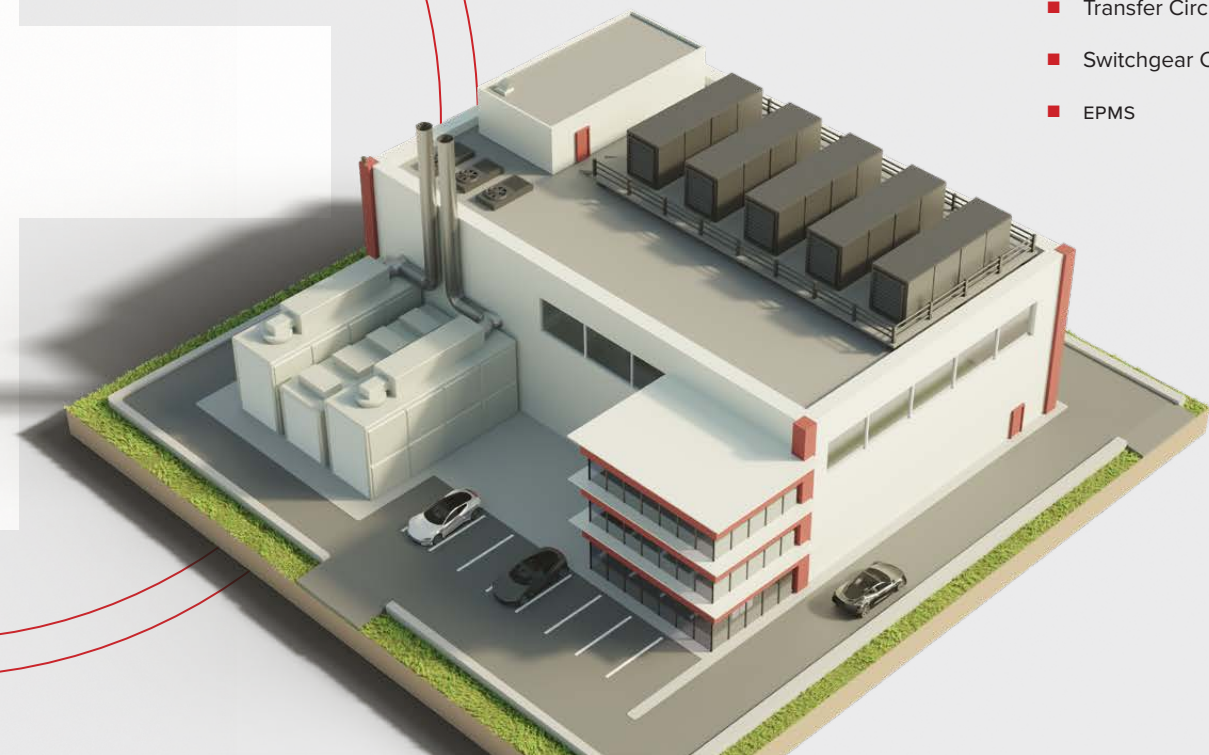
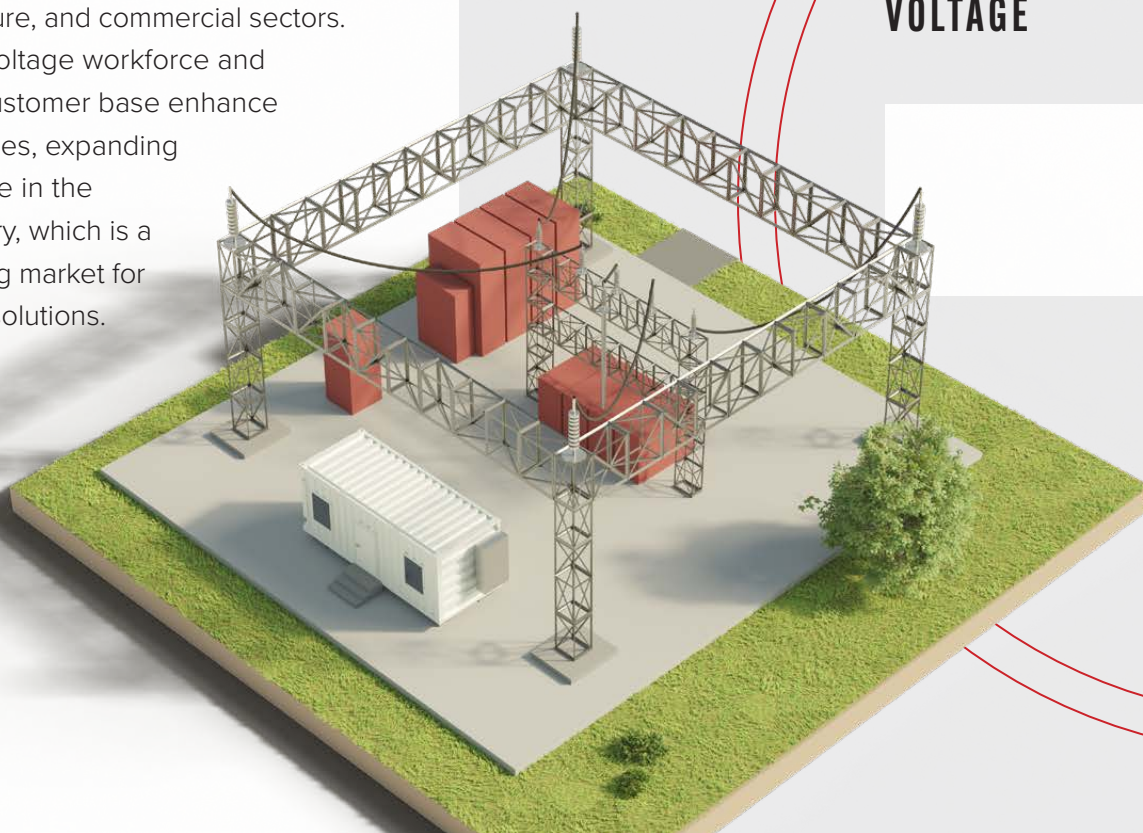
#### LOW VOLTAGE

## CONSUMING POWER

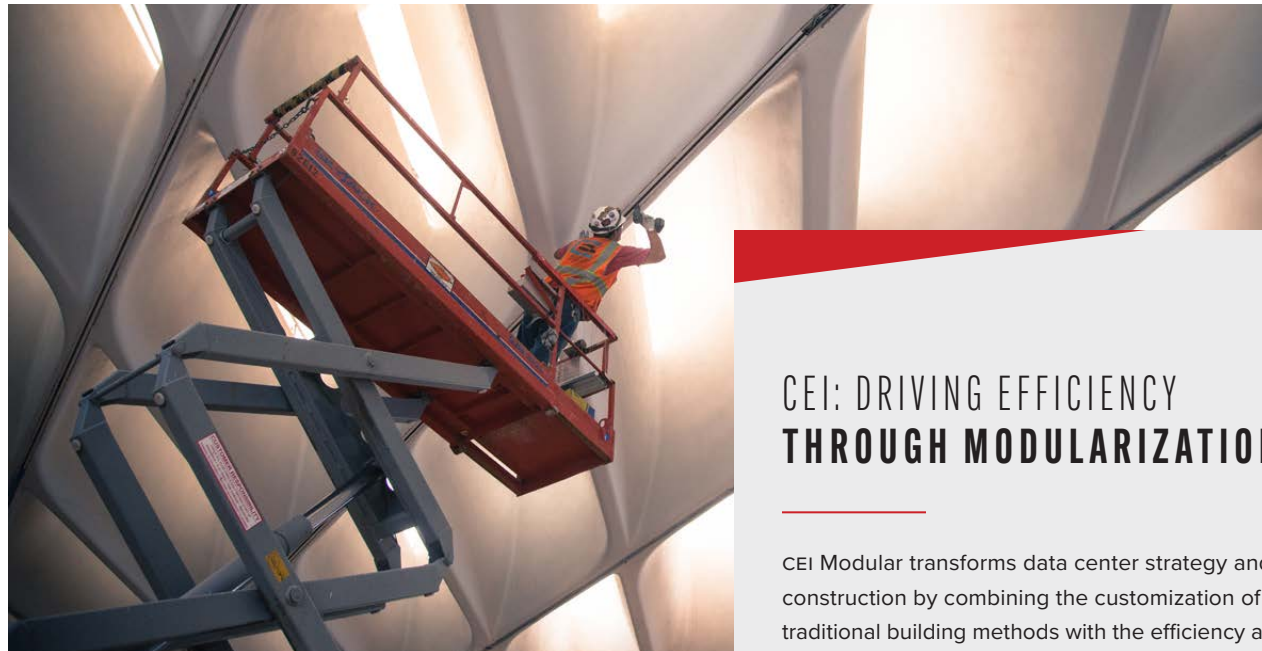


## CREATING AN END-TO-END ELECTRICAL INFRASTRUCTURE SOLUTION

In 2024, Quanta Services acquired Cupertino Electric, Inc. (CEI), a leading provider of electrical infrastructure solutions for technology, renewable energy, infrastructure, and commercial sectors. CEI's skilled low-voltage workforce and complementary customer base enhance growth opportunities, expanding Quanta's presence in the technology industry, which is a critical and growing market for advanced power solutions.







## CEI: A Leading Data Center Solutions Platform

Founded in 1954 and headquartered in San Jose, California, CEI offers integrated turnkey solutions, including engineering, procurement, project management, construction, and modularization services, to a diverse and high-quality customer base across the United States. With a broad geographic, customer, end market, and service line portfolio, CEI has grown to become the sixth-largest electrical solutions provider in the country, employing approximately 4,300 people.

CEI has over 25 years of experience installing critical electrical systems for global leaders in the technology and data center industries and has installed electrical systems in over 20 million square feet of data centers. Additionally, CEI is a leading provider of renewable infrastructure solutions for the mid-sized utility-scale solar and battery storage market, offering comprehensive turnkey engineering, procurement, construction, and commissioning services. CEI also has a long-standing history of delivering comprehensive engineering, procurement, and construction services for electrical systems in the infrastructure and commercial markets.



### WATCH

CEI President Tom Schott talks about the culture, values, and people that make CEI a special place to work.

## CEI: DRIVING EFFICIENCY THROUGH MODULARIZATION

CEI Modular transforms data center strategy and construction by combining the customization of traditional building methods with the efficiency and quality of modular, factory-built solutions. By integrating servers of any make or model with electrical equipment within a single structure, the modular design reduces complexity, accelerates deployment, and ensures optimal efficiency and reliability throughout the data center's operational life.

Backed by over 65 years of construction expertise, the CEI Modular solutions team designs, integrates, and commissions complete data centers or specific components, such as white space, cooling, or power modules. Constructed and tested in controlled environments, these systems mitigate delays caused by weather or resource shortages, ensuring consistent quality and faster delivery.

This modular approach addresses challenges like labor shortages, material cost fluctuations, and schedule unpredictability in an increasingly data-driven world, where rapid expansion is critical to staying competitive. CEI Modular enables efficient and reliable deployments that meet growing demands with precision and less risk.



### WATCH

See the Cupertino modular unit deployment in action.

# IN FOCUS

## A GENERAL FOREMAN'S INSIGHT INTO PEOPLE MANAGEMENT IN DATA CENTER CONSTRUCTION

Q

### What does a typical workday look like for you?

A

As the general foreman on the VCN Data Center project in Los Lunas, New Mexico, my mornings start with engaging with the team, joining their routine, and focusing on tasks like the daily hazard analysis and addressing safety matters. Throughout the day, I collaborate with trade partners and subcontractors, resolving issues and proactively identifying potential challenges to address them early. The rest of my time is dedicated to organizing meetings, preparing for upcoming tasks, and assessing workforce performance. A key aspect of my role is monitoring labor efficiency and exploring ways to enhance the delivery of high-quality results for our customers.

Q

### What would you like your coworkers to know about you?

A

I'm always available to help in any way I can. Whether assisting a coworker in a new leadership role or supporting peers taking on tasks I've previously handled, I'm here to provide support.

ENGAGING WITH CREW MEMBERS AT THE START OF THE DAY IS ESSENTIAL TO DEMONSTRATE MY SUPPORT AND PRESENCE.



Q

### Describe an assignment that challenged or impacted you.

A

This role has required me to learn nearly every project scope and develop planning and coordination skills. It has also given me a deeper appreciation for the men and women in the field who execute the work.

Q

### What is a highlight of your work this year that you're proud of?

A

A highlight of my job this year has been developing future leaders, from foremen to apprentices. Building relationships with my peers from a leadership role has helped me understand the positive impact we can have in our industry.

**ROBERT TAPIA** began his electrical career in 2009 shortly after graduating from college, when he joined the Local 611 apprenticeship program in New Mexico. In 2020, he joined CEI to work on data center projects, where his attention to detail, safety, and team coordination make him a standout general foreman.





RESPONDING TO EXTREME  
WEATHER & NATURAL DISASTERS:

# QUANTA ON THE FRONT LINES

In 2024, the United States faced relentless extreme weather, resulting in one of the deadliest and most expensive hurricane seasons in history. With unprecedented flash flood emergencies, Quanta's operating crews from across North America were on the front lines, working tirelessly to restore critical infrastructure and bring hope to communities devastated by unimaginable destruction.

## THE YEAR IN STORIES

2024

Quanta's ability to mobilize rapidly in response to natural disasters is a testament to the strength, resilience, and dedication of our people. When hurricanes, wildfires, ice storms, or floods strike, Quanta crews are among the first on the ground—working tirelessly to restore power, rebuild infrastructure, and support the communities we serve. We combine our scale, specialized equipment, and unmatched field expertise to respond with speed, safety, and precision, often in the most challenging conditions.

GUIDED BY A COMMITMENT TO  
PROTECT LIVES AND LIVELIHOODS,  
WE WORK SIDE BY SIDE WITH OUR  
CUSTOMERS AND LOCAL PARTNERS  
**TO STABILIZE CRITICAL SYSTEMS  
AND ACCELERATE RECOVERY.**

Our disaster response efforts ensure that energy and communication lifelines are restored when they are needed most.

**KARL STUDER**

President,  
Electric Power





One of the deadliest and costliest hurricane seasons in Atlantic history, 2024 produced 18 named storms and 11 hurricanes, five of which made landfall in the U.S.<sup>1</sup> These storms resulted in hundreds of deaths across the U.S., Central America, and the Caribbean.

**W**arm sea temperatures fueled rapid intensification, a phenomenon where storms dramatically strengthen over several hours, leading to higher wind speeds, heavier rainfall, and more severe storm surges. Hurricanes like Helene absorbed vast amounts of moisture as they approached land, causing flooding far from coastal areas.

In response to these devastating extreme weather events, crews from over 20 Quanta operating companies united to restore power to customers nationwide. Quanta lineworkers faced some of the worst destruction of their careers, working tirelessly to repair the widespread damage.

<sup>1</sup> [noaa.gov/news-release/atlantic-hurricane-season-races-to-finish-within-range-of-predicted-number-of-named-storms](https://noaa.gov/news-release/atlantic-hurricane-season-races-to-finish-within-range-of-predicted-number-of-named-storms)

The Quanta crew that came to help got to know the names of the people they were helping. That meant something. They took the time to treat us as people and not as a job on a list to check off.

THEY TOLD US THEY WOULD BE BACK, AND THEY WERE. THEY PROMISED TO DO THEIR BEST TO GET US **POWERED UP AS FAST AS POSSIBLE, AND THEY DID. WE MATTERED.**

**STU & HEATHER SMITH**

Pinetta, Florida



## Hurricane Beryl

As the earliest Category 5 hurricane on record in the Atlantic, Beryl formed from a tropical depression on June 28, 2024, rapidly intensified to Category 5 strength, and later made landfall near Matagorda, Texas, as a Category 1 hurricane.<sup>2</sup> Hurricane Beryl produced more tornadoes in the U.S. than any other tropical system in nearly 19 years, affecting areas from Texas to upstate New York. The storm resulted in at least 44 fatalities across the U.S., South America, and the Caribbean, with 36 of those deaths occurring in Texas.<sup>3</sup> High winds, accompanied by over a foot of rainfall and surge flooding, led to downed trees, poles, and power lines, resulting in more than 2 million customers in the Greater Houston area losing power.

More than 2,500 Quanta line workers from 17 different operating companies across North America assembled to tackle the massive challenge of restoring 3 million homes and businesses without power. Quanta set up a turnkey base camp in Humble, Texas, enabling efficient planning and optimization of resources. Throughout the response, over 3,000 downed or damaged poles and 2,500 transformers were replaced, and over 146,000 feet of wire was used to restore power to all affected customers.

<sup>2</sup> [nbcnews.com/science/science-news/hurricane-beryl-records-category-4-storm-caribbean-rcna159723](https://nbcnews.com/science/science-news/hurricane-beryl-records-category-4-storm-caribbean-rcna159723)

<sup>3</sup> [houstonpublicmedia.org/articles/news/hurricane/2024/07/30/495226/houston-area-hurricane-beryl-death-toll-spikes-to-36-at-least-one-other-death-pending/](https://houstonpublicmedia.org/articles/news/hurricane/2024/07/30/495226/houston-area-hurricane-beryl-death-toll-spikes-to-36-at-least-one-other-death-pending/)

## Hurricane Milton

Hurricane Milton rapidly intensified from a tropical storm on October 6, 2024, to a Category 5 hurricane within 24 hours, reaching maximum wind speeds of 180 mph.<sup>4</sup> It made landfall near Siesta Key, Florida, on October 9 and was downgraded to a post-tropical cyclone by 5 p.m. EDT on October 10 off the East Coast of Florida.<sup>5</sup> Nearly 40 tornadoes were reported before and during Milton's landfall, with 126 warnings issued in a single day, while St. Petersburg experienced a one-in-1,000-year event with almost 19 inches of rain. Estimates for the total damage and economic loss from Hurricane Milton are between \$160 billion and \$180 billion, marking it as one of the most damaging and impactful storms in Florida's history.<sup>6</sup>

The strong wind field at landfall snapped all power poles in the immediate area, with thousands of poles requiring replacement across the peninsula. Prior to the storm, Quanta strategically pre-positioned equipment, resources, and crews from 20 operating companies to assist in their storm response and restoration efforts.

<sup>4</sup> [nytimes.com/2024/10/07/weather/hurricane-milton-forecast-path.html](https://nytimes.com/2024/10/07/weather/hurricane-milton-forecast-path.html)

<sup>5</sup> [cbsnews.com/live-updates/hurricane-milton-2024/](https://cbsnews.com/live-updates/hurricane-milton-2024/)

<sup>6</sup> [accuweather.com/en/hurricane/hurricane-milton-by-the-numbers-an-ef3-tornado-and-blowout-tide/1702670](https://accuweather.com/en/hurricane/hurricane-milton-by-the-numbers-an-ef3-tornado-and-blowout-tide/1702670)

## SUPPORTING SWIFT RECOVERY WITH TURNKEY BASE CAMPS

Quanta's strategic approach to resource deployment and turnkey base camp setup proved critical during Hurricanes Beryl and Milton. By working closely with its utility customers, Quanta displayed preparedness, coordination, and logistical expertise in mitigating the impacts of natural disasters, expediting power restoration, and ensuring the well-being of its deployed workers.

During Hurricane Beryl, Quanta collaborated with its utility customer to deploy thousands of workers and establish a fully operational base camp in Humble, Texas, within four days of landfall. This facility provided vital services, including catering, accommodations, restrooms, and security, supporting recovery efforts in the region. The camp was scaled up by 40% to meet increased demand and remained operational until restoration work was completed.

Later in the year, Hurricane Milton created similar challenges in Florida. To support recovery teams, Quanta responded rapidly to its customers' requests, setting up a turnkey base camp in Lutz, Florida. The site offered comprehensive services, including catering, sleeping facilities, and fuel support, ensuring that workers could focus on restoring power and infrastructure.





Hurricane Helene

On September 26, 2024, Hurricane Helene made landfall near Perry, Florida, as a Category 4 storm, ranking as the 14<sup>th</sup> most powerful hurricane to hit the U.S. since records began. The storm’s 500-mile path of destruction included severe winds, heavy rain, 15- to 20-foot surges, and widespread flooding. Known as North Carolina’s “own Hurricane Katrina,” Helene dumped around 40 trillion gallons of rain, half of which fell in North Carolina, where 29 inches of rainfall were recorded.<sup>7</sup> Helene caused approximately 220 deaths, making it the third-deadliest hurricane in the U.S. since 2000, with total damages and economic losses estimated as high as \$225 to \$250 billion.<sup>8</sup>

In the aftermath of Hurricane Helene, which left nearly 6 million customers in 10 states without power, Quanta crews from 20 different operating companies, including those from as far away as California and Canada, swiftly mobilized to assist. These

<sup>7</sup> [apnews.com/article/rainfall-helene-carolina-tennessee-georgia-climate-change-flood-fc6a634e14a0ffa1a8e1fa85d7e2b390](https://apnews.com/article/rainfall-helene-carolina-tennessee-georgia-climate-change-flood-fc6a634e14a0ffa1a8e1fa85d7e2b390)

<sup>8</sup> [accuweather.com/en/hurricane/helene-becomes-the-2nd-deadliest-u-s-hurricane-since-2000/1698452](https://accuweather.com/en/hurricane/helene-becomes-the-2nd-deadliest-u-s-hurricane-since-2000/1698452)



WATCH

Listen to stories from residents and lineworkers in the aftermath of the hurricane.

dedicated teams worked tirelessly to restore power, clear debris, and deliver essential supplies to the areas hardest hit. Their coordinated efforts were crucial in helping communities recover and rebuild, demonstrating the power of solidarity and cooperation in times of crisis.

Saving Lives While Restoring Power

During storm restoration efforts for Hurricane Helene in Valdosta, Georgia, a Quanta operating company was called to do much more than restore broken lines and clean up debris. When emergency crews could not reach a woman in danger due to unsafe roads, the Quanta crew stopped their work to help by carrying her 300 yards through a challenging landscape of secured but broken poles, tangled wires, and debris. Taking turns and communicating hazards, they ensured everyone’s safety during the journey to the ambulance.



IT FEELS GOOD TO HELP. WE  
COME OUT HERE TO HELP  
PEOPLE AND **LEAVE OUR**  
**OWN FAMILIES TO HELP**  
**OTHER FAMILIES.**

TRAVIS CUMMINGS

Lineworker, Quanta Services

IN FOCUS

QUANTA AVIATION:  
ASSISTING HURRICANE  
& FIRE RESTORATION



WATCH

See Quanta Aviation's CH-47 Chinook in action.



**W**hen disaster strikes, being part of Quanta means you’re ready to respond when someone is in need. Quanta Aviation swiftly mobilized in the aftermath of Hurricane Helene and for fire restoration efforts in British Columbia, Canada, bringing hope and restoring essential services to affected communities.

On the Front Lines of  
Hurricane Helene Relief

When Hurricane Helene struck North Carolina, widespread flooding cut off mountain communities, leaving many without power or water. In collaboration with Operation Air Drop, Quanta Aviation Services delivered over 200,000 pounds of essential supplies, including medicine, food, water, camping gear, pet food, and hay for livestock, to those in need. Pilots also conducted welfare checks, assisted in search and rescue operations, and performed reconnaissance as required, logging more than 50 flight hours. Due to the prompt actions of grassroots volunteers, generous donations, and skilled organizers and coordinators, aid swiftly reached those most in need, offering a critical lifeline in the immediate aftermath of the disaster.

Restoring Critical Infrastructure  
to Remote Fire-Damaged Regions

Due to fires near Fort Nelson, British Columbia, a Quanta operating company was tasked with restoring a 138 kV line, including 13 structures that had burned to the ground. However, they faced a significant challenge: transporting the necessary equipment to this remote location. The terrain was flat but marshy, and the surrounding fires made it impossible to source a heavy-lift helicopter from anywhere in Canada. That’s when Quanta Aviation stepped in. The team deployed Quanta Aviation’s CH-47 Chinook, a powerhouse helicopter, to lift a 15,000-pound excavator onto the site, enabling the crucial repairs to proceed.

THAT’S THE NICE THING ABOUT  
BEING TIED WITH QUANTA. WE’VE  
GOT ACCESSIBILITY TO **A LOT OF**  
**EQUIPMENT** IN A FEW PHONE CALLS.

BRAD CLARK

Foreman, Allteck Limited Partnership



# INNOVATING DISASTER RECOVERY

Quanta partners with its customers to innovate solutions that mitigate the impacts of natural disasters and enable faster, more efficient responses.

## Grid Hardening: Avoiding Outages & Speeding Restoration

A Quanta operating company has collaborated with a utility provider in Florida to execute the largest undergrounding initiative in the United States. Underground power lines offer greater reliability than overhead lines, especially during hurricanes. During storms, underground lines perform 12 to 13 times better than their overhead counterparts.<sup>9</sup> When integrated with smart grid technology, approximately 550,000 outages were prevented during Hurricane Milton, accelerating restoration efforts and allowing resources to be focused on the most severely impacted areas.

<sup>9</sup> [eenews.net/articles/can-buried-power-lines-keep-the-lights-on-during-extreme-storms/](https://www.eenews.net/articles/can-buried-power-lines-keep-the-lights-on-during-extreme-storms/)



Mobile EV Chargers for Emergency Response

Mobile battery-based EV chargers are self-powered charging stations designed for portability and easy relocation. A key application of this technology is to provide EV charging infrastructure during power outages caused by extreme weather events. Innoversa offers several customizable solutions in this space:

- The compact Rhino Charger supports charging for up to eight EVs, featuring multiple Level 2 AC chargers and DC fast chargers ranging from 20 kW to 200 kW.
- The hybrid EV charging trailers can charge up to 12 EVs, all via DC fast charging.

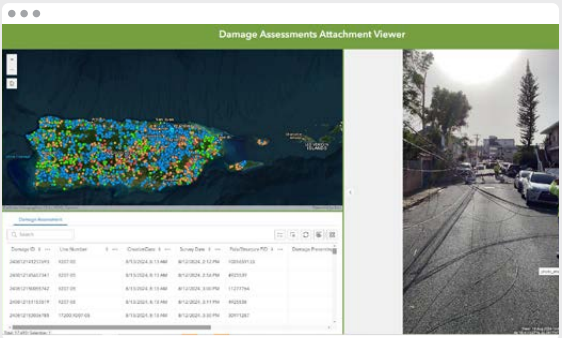
In a recent deployment, a Camp Rhino EV Charger was installed in Tampa, Florida, to support the local utility with EV truck charging following Hurricane Milton, which caused several days of power outages. A key success factor was the rapid delivery and deployment of the charger, as mandated by the Public Utilities Commission to support disaster relief efforts. The unit was stationed at the utility's service center near downtown Tampa. For the same event, another utility deployed two customized hybrid EV charging trailers at highway rest areas along Interstate 95 as part of their hurricane evacuation response.

## Quanta Technology's Emergency Response Toolset

As extreme weather events become more severe, their impact on communities, customers, and crews intensifies. Quanta Technology has developed a software solution that integrates into a utility's existing technology environment and assists with the prioritization and speed of processing of storm damage assessments and system restoration. The Emergency Response Toolset (ERT) was developed after Hurricane Fiona to provide a single source of truth for system damage, prioritize critical damage, and standardize processes across different regions of Puerto Rico. The ERT allows for prioritizing and fast-tracking critical damage while ensuring that all regions follow the same process. The software coordinates the activities of different teams to eliminate the problem of work being done out of sequence, thereby improving efficiency in both office and field operations. It also offers an innovative Work Order Package (WOP) Generator that provides field crews with a document containing a QR code for each location with damage, offering significant efficiency gains in the field.



## REVOLUTIONIZING DISASTER RESPONSE IN PUERTO RICO



The ERT software system was successfully tested in 2024 when Tropical Storm Ernesto struck Puerto Rico's eastern edge, leaving over 700,000 customers without power. The ERT coordinated the activities of over 300 damage assessors, who gathered over 5,000 damage assessments which were visible in the ERT within 10 minutes of being reported. The workflow embedded inside the ERT and the WOP Generator allowed the validation and engineering teams to process these damage assessments in close to real time. The fast-track process allowed critical damage to appear in the queues of relevant regions for immediate dispatch. When WOPs were required, engineering effort was reduced by approximately 60% to 70%. At the height of the recovery efforts, the ERT had over 60 concurrent users and 10,000 page views per hour as LUMA personnel used it to coordinate their activities. Without the ERT, LUMA's response to Ernesto would have been considerably slower and less efficient.



# COMMITMENT

## OUR COMMITMENT TO PEOPLE



# TO PEOPLE



**MY STORY:** Over the years, I've worked in roles ranging from maintenance coordination to senior construction positions on major liquefied natural gas projects. I now enjoy my role as a construction manager, one of the most rewarding of my career.

**YOUR GREATEST STRENGTH  
LIES IN YOUR PEOPLE: LOOK  
AFTER THEM. RECOGNIZE AND  
SEIZE YOUR OPPORTUNITIES.**

**TONY WHELAN**

Construction Manager, Quanta Services Australia

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PROTECTING OUR EMPLOYEES:

# A CULTURE OF SAFETY

**A**t Quanta, safety is not part of our culture—it is our culture. Guided by The Capacity Model™, we prioritize proactive hazard identification, world-class training, and continuous improvement. By embedding these principles, we ensure safety ownership at every level, striving to eliminate life-altering, life-threatening, and life-ending events across Quanta and the industries we serve. Our vision is simple: redefine safety so every employee goes home safely every day.



We used to tell ourselves that we had a world-class safety program, yet we continued to experience serious incidents that challenged that belief. We realized that the absence of injury did not ensure the presence of safety because significant events were still happening. We couldn't expect different results using the same approach. So, our CEO, Duke Austin, who is extremely passionate about the men and women in the field, challenged me and collectively all of Quanta to start a new direction in safety. The new direction is underpinned by human and organizational performance principles—the simple premise that all our employees are human beings. They make mistakes, and expecting perfection is unrealistic. Duke Austin and I agreed on a new approach where we must build the capacity to fail safely into our work and go away from the usual safety culture of “name, blame, shame, and re-train.”

**AT QUANTA, WE NOW PLAN  
OUR WORK AS IF FAILURE  
WILL HAPPEN TODAY. WITH  
THIS SIMPLE CHANGE IN MINDSET,  
OUR NEW VIEW ON SAFETY IS THE  
PRESENCE OF CAPACITY, NOT THE  
ABSENCE OF UNWANTED EVENTS.**

**MATT COMPHER**

Senior Vice President  
of Health, Safety  
& Environmental





# WE ARE CHANGING THE WAY WE DO SAFETY

Through several innovative approaches, Quanta has a goal to revolutionize safety practices. Central to this transformation is The Capacity Model™, which creates a work environment that focuses on preventing an incident while also building the capacity for failure by always planning and executing our work as if failure is going to happen today.



**WATCH**

Quanta leaders and crews share what safety means to them.

## The Capacity Model™: A Focus on Human Performance

In 2019, Quanta embarked on a transformative journey by introducing The Capacity Model™ (TCM). This innovative approach aims to eliminate life-threatening, life-altering, and life-ending events by focusing on human performance and building the capacity to fail safely. Despite numerous injury and illness prevention programs, the reduction rate in occupational injuries has slowed in recent years. Recognizing the need for a new system to drive positive change, we developed TCM in consultation with and participation from our workers and industry-leading experts.

The Capacity Model™, which is endorsed and supported by executive management and the Board of Directors, demands an honest assessment of reality, ensuring that successes are not left to chance and that failures do not result in significant injuries. Our singular, consuming goal is clear: zero life-threatening, life-altering, or life-ending events. By integrating TCM principles into each of our operating companies, we continue to push the boundaries of workplace safety, develop new tools and resources that improve our companies, and set new standards for the industry.

## Stuff That Kills You: Prioritizing the Most Dangerous Risks

At Quanta, we know that incidents are not created equally. By categorizing certain hazards as STKY (Stuff That Kills You), safety discussions can prioritize the most dangerous risks. This strategic and risk assessment approach enables the integration of STKY into safety protocols, encouraging the implementation of solutions and safeguards specifically designed to control the release of high-energy, life-threatening, and life-altering hazards. STKY changes the conversation around hazards with crews. On job sites, STKY discussions are typically centered around the following questions:

- What is STKY on your job site? The Energy Wheel is a tool designed to help identify hazards.
- What will prevent a STKY event?
- When a STKY event happens, what will prevent you and your crew from being injured?
- Is that enough, or do you need more?



### THE CAPACITY MODEL™: HUMAN PERFORMANCE PRINCIPLES

1

**People make mistakes.**  
Error is normal. Even the best people make mistakes.

2

**Failures can occur safely.**  
It's not if; it's when. We will always plan and execute our work as if failure is going to happen today.

3

**Context influences behavior.**  
Workers do what they do for a reason, and the reason makes sense to the worker given the context of the situation.

4

**Violations are rarely, if ever, malicious.**  
Blame fixes nothing.

5

**Incidents can stem from normal deviations.**  
How we imagine work takes place is different from how work actually takes place.

6

**Management response to failure matters.**  
Managers shape how the organization learns by their reaction to failure.

7

**Learning is a deliberate improvement strategy.**  
Learning is a strategic and operational choice toward improvement.







## STKY VIDEOS: FACILITATING CRITICAL SAFETY CONVERSATIONS

Quanta has also recently introduced animated STKY recreation videos that recreate severe injury incidents, providing a detailed account of what happened, the context of the event, what failed, and the corrective actions taken. They show crew-led discussions where teams talk about the STKY hazards on their job site and what measures to take, as well as visitor-led discussions where a visitor asks the crew about STKY hazards and offers additional resources or guidance. These discussions are vital to ensure everyone understands the potential severe risks and the necessary controls to prevent or mitigate unwanted events.

Quanta has also recently introduced STKY recreation videos. These animated videos recreate severe injury incidents, providing a detailed account of what happened, the context of the event, what failed, and the corrective actions taken. Covering many topics from various industries within Quanta, these videos highlight failures but also showcase instances where controls were effective, allowing us to fail safely. Each video concludes with a discussion segment, encouraging viewers to engage in STKY discussions based on the provided questions.



### WATCH

See a sample STKY discussion video that Quanta uses to train its crews.

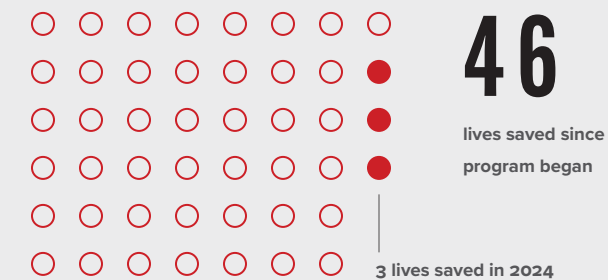


## Understanding Hazards: The Energy Wheel

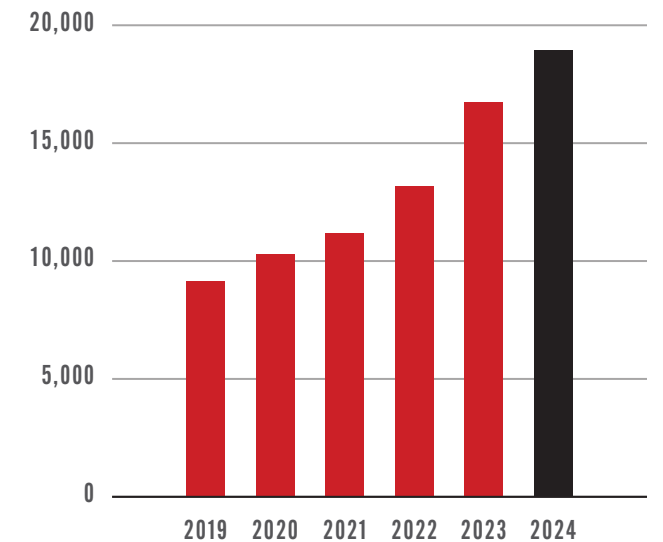
The Energy Wheel was designed to assist workers in recognizing and assessing the various types of energy they may encounter on a job site, including electrical, mechanical, thermal, chemical, and other forms. By methodically evaluating these energy sources, workers can better understand potential hazards and implement safety measures to mitigate risks. This proactive operational safety risk and hazard assessment strategy aims to prevent accidents and ensure that if failures do occur, they happen safely. The Energy Wheel is integrated into daily work routines, such as job briefings and job safety analysis forms, ensuring that hazard identification and risk mitigation are consistently part of the daily workflow.

## 2024 HIGHLIGHTS & PROGRESS

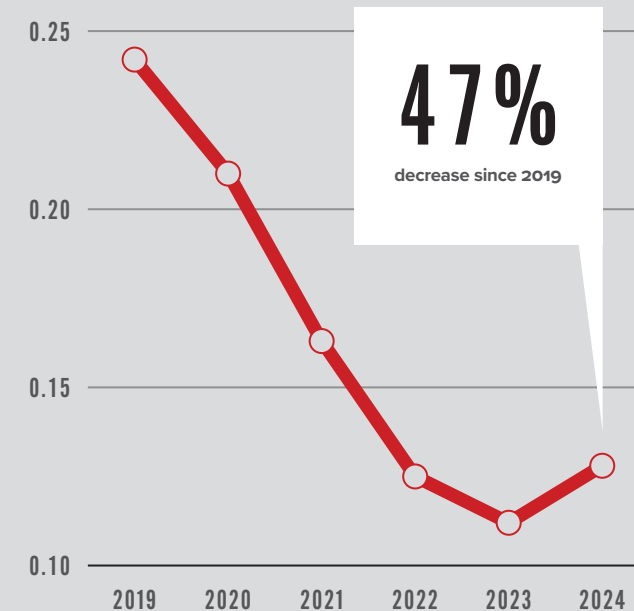
### TOTAL LIVES SAVED DUE TO DEPLOYED AUTOMATED EXTERNAL DEFIBRILLATORS



### TOTAL NUMBER OF AUTOMATED EXTERNAL DEFIBRILLATORS DEPLOYED TO JOB SITES



### “STUFF THAT KILLS YOU” (STKY) ACTUAL RATE





## Quanta Safety Excellence Frameworks: Elevating Safety & Operational Standards

Quanta has developed two safety documents designed to elevate safety and operational standards across the company. These provide clear, actionable frameworks for building, managing, and improving safety, health, and fleet safety programs, ensuring a proactive commitment to employee well-being and regulatory compliance.

### PWR Excellence

PWR Excellence is Quanta's comprehensive framework designed to instill excellence in building, managing, and improving safety, health, and environmental (SH&E) programs across our operating companies. Based on industry standards for safety management systems, PWR Excellence is a valuable resource for reviewing new acquisitions, assisting existing companies, and guiding a successful safety program.

This easy-to-follow guide communicates Quanta's commitment to employee safety and environmental preservation. It outlines our plan to improve at every level by providing clear guidance on upholding the highest SH&E standards. Our goal is to demonstrate

what a mature SH&E program looks like, ensuring continuous improvement by implementing the right systems, verifying their effectiveness, and constantly enhancing them. PWR Excellence is intended for safety and operational leaders actively engaged in designing, maintaining, evaluating, and enhancing SH&E systems.

### DRIVE Excellence

DRIVE Excellence is Quanta's framework for building, managing, and improving fleet safety programs across our operating companies. The Driver Safety Framework offers a comprehensive blueprint for Quanta operating companies to establish or refine their fleet safety programs. It focuses on eight pivotal elements that address driver safety—from initial driver screening to incident reporting and document management.

By leveraging this framework, Quanta operating companies can confidently navigate the complexities of fleet safety management, ensuring their programs comply with regulatory requirements and embody a proactive commitment to safeguarding employees. Derived from Federal Motor Carrier Safety Administration regulations and the ANSI/ASSP Z15.1 "Safe Practices for Motor Vehicle Operations" standard, this framework outlines a comprehensive approach to developing a world-class fleet safety program and enhancing overall operational performance and excellence.



## SHAPING THE FUTURE OF SAFETY

Quanta's annual Infrastructure Safety Symposium is a premier event for the utility construction industry, bringing together key stakeholders to discuss the future of safety. With the theme of "Where the future of safety speaks," the symposium features panels, speaker sessions, and keynote addresses from industry leaders. Attendees engage in meaningful conversations about safety innovations and challenges, inspired by thought-provoking presentations that challenge traditional norms and explore new possibilities in safety and leadership.

## Collaborating With Industry Partners to Elevate Safety Standards

By forming strategic alliances with other companies, industry associations, and regulatory bodies, Quanta is helping to ensure that best safety practices are shared and implemented widely within the energy construction sector. This commitment to partnership and continuous improvement underscores Quanta's dedication to protecting its workforce and the communities it serves.

### Quanta Joins Expert Task Force for Side Boom Tractor Certification Program

Quanta is one of 11 industry experts selected by the National Commission for the Certification of Crane Operators (CCO) to develop a new certification program for side boom tractor operators. CCO was formed by industry in 1995 as an independent, nonprofit organization to create and administer a nationwide program to certify load-handling equipment operators and related personnel. Side boom tractors are powered by an internal combustion engine and used for pipe laying or lifting operations, utilizing boom, drum, wire rope, and/or hydraulic cylinders. These operations entail unique safety hazards involving lifting near a trench and in tandem. The new CCO certification is intended to help users comply with ASME B30.14 qualification requirements so that operators can complete satisfactorily written and operational exams.

### Renewing Our Commitment: Quanta Strengthens OSHA Partnership

To reaffirm our commitment to continuous improvement in workplace safety, Quanta recently renewed its OSHA Strategic Partnership agreement, underscoring our commitment to safety excellence and industry collaboration. This partnership, one of the few national collaborations between employers and OSHA, covers an estimated 80% of electric line construction industry workers. The partnership aims to analyze accident and incident data, develop industry-wide best practices, and implement innovative safety strategies among partners. Additionally, it identifies training criteria for various job classifications, fostering a culture that values safety and health.





## Enhancing Safety Capabilities With Acquisition of SafetyTest & Equipment Co.

In 2024, Quanta acquired SafetyTest & Equipment Co. (SafetyTest), specializing in testing, manufacturing, and distributing safety equipment and supplies for the electrical utility industry. SafetyTest offers a wide range of products, including rubber insulating equipment, personal protective equipment (PPE), and various tools and supplies for electrical utility work. This acquisition allows Quanta operating companies to source essential products nationwide, ensuring access to the best tools and equipment, which enables our crews to execute projects safely and efficiently.

SafetyTest also offers rubber insulating equipment and PPE testing and distribution, creating more efficient processes to ensure our employees have the latest and safest equipment that meets industry standards. All protective equipment is tested following standards set forth by the American National Standards Institute (ANSI) and the American Society for Testing and Materials (ASTM). The SafetyTest laboratory is accredited by the North American Independent Laboratories for Protective Equipment Testing (NAIL for PET).

## PARTNERING TO ELIMINATE DANGERS FROM GAS-POWERED TOOLS

In an effort to eliminate the dangers of carbon monoxide poisoning, Quanta has partnered with Milwaukee Tool to transition from gas-powered to electric hand tools. Carbon monoxide is a colorless, odorless gas produced by the incomplete combustion of carbon-containing materials, such as gasoline. When inhaled, carbon monoxide displaces oxygen in the blood, depriving vital organs of oxygen and leading to symptoms ranging from headaches and dizziness to unconsciousness and even death.

Electric tools do not produce carbon monoxide, making them a safer option for construction workers, especially in enclosed spaces where ventilation may be limited. This approach enhances worker safety and also creates a cleaner, quieter, and more sustainable work environment.



# IN FOCUS

## SAFETY COMMITMENT COIN: CELEBRATING EXCELLENCE IN WORKPLACE SAFETY

Quanta's redesigned Safety Commitment Coin program recognizes and rewards employees who exhibit exceptional ingenuity and proactive efforts in enhancing workplace safety.

This program symbolizes our dedication to pushing the boundaries of traditional safety practices and encouraging innovative thinking. Employees can earn a Safety Commitment Coin for various contributions, such as promoting safety advocacy, preventing serious injuries, taking life-saving actions, developing innovative solutions, leading environmental stewardship projects, and mentoring others. This initiative highlights our commitment to protecting the lives and well-being of our workforce and the communities we serve.



### 2024 COMMITMENT COIN RECIPIENTS

#### Chris Hibler

While reviewing an upcoming job site, Foreman Chris Hibler heard loud calls for help from a nearby house. Hibler entered the residence and found an elderly woman who had fallen out of her wheelchair and was unable to move. He immediately assisted the woman, contacted 911, and remained at the residence until the paramedics arrived.

#### Eric Greenwell

While working on a right-of-way, Quality Inspector Eric Greenwell noticed an elderly homeowner fall while retrieving her mail. Greenwell immediately checked on her and found her dazed with a head injury. After confirming she was alert, he called for her husband, who was unaware that she was outside. Greenwell then called 911 and kept her calm and still until paramedics arrived.

#### Jared Whitehead

While driving to a project, Project Engineer Jared Whitehead spotted a fire on the side of a remote highway. Jared quickly pulled over and used his fire extinguisher, water backpack, and shovel to fight the flames until the police and fire departments arrived to extinguish the blaze fully.



## INNOVATING TO ENHANCE SAFETY & REDUCE STKY EVENTS

Quanta's culture of entrepreneurship is deeply ingrained in its operations, empowering employees to leverage their skills and passion to create innovative solutions that enhance the safety of their crew members and the communities they serve. By focusing on Stuff That Kills You, Quanta employees continue to develop innovations that help strengthen the company's safety culture.

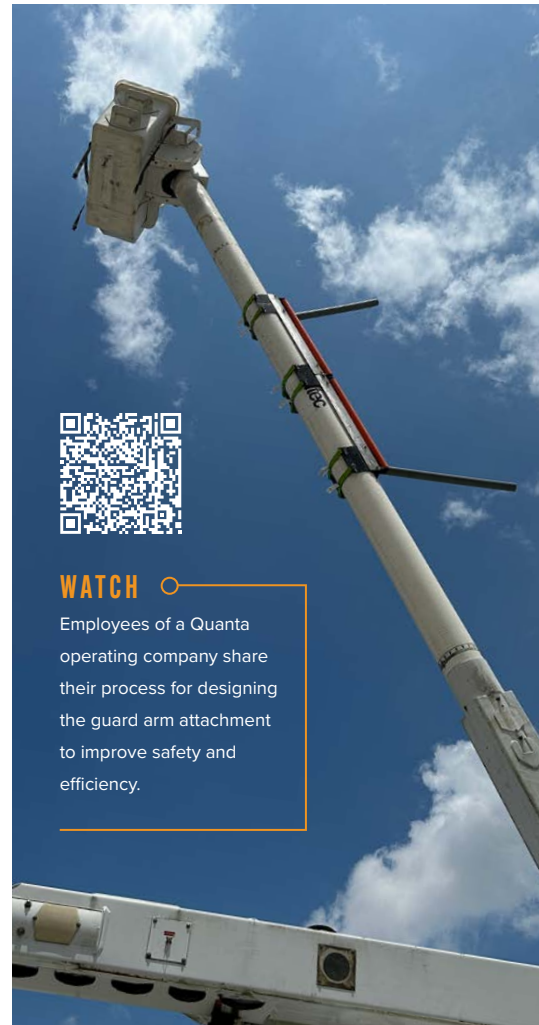


### Family-First Safety: A Quanta Operating Company's Innovative Approach to Employee Engagement

A Quanta operating company transformed its biannual safety meetings by actively involving employees' families. This innovative approach heightened the value of safety initiatives and significantly boosted employee engagement during the event. The program featured guest speakers, discussions on The Capacity Model™, and public recognition of employee achievements, creating an atmosphere of collective responsibility and a shared commitment to safety. Employees appreciated the opportunity for their loved ones to hear the safety message firsthand, while their families gained a deeper understanding of the vital role safety plays in daily operations and the broader workplace culture.

### Enhancing Safety & Efficiency in Fleet Operations

A Quanta operating company has created an improved version of the crane guard arm attachment to address various challenges in locating and installing guard arms on cranes. The guard arm protects the crew and public from an unexpected event in which the conductor being replaced becomes dislodged from its path of travel and falls to the ground. The improvised guard structure secures the conductor between the upright arms to prevent an overhead injury. The lightweight aluminum boxes, featuring rubber coatings and polyurethane rollers, protect the conductor and boom, thereby reducing damage and associated costs. The new design is installed on a bucket truck instead of a crane, making it more universal and easier to find available equipment within the fleet. This innovation streamlines operations, enabling fleet managers to focus on other tasks and utilize underutilized equipment more effectively.



#### WATCH

Employees of a Quanta operating company share their process for designing the guard arm attachment to improve safety and efficiency.

3



### Ground Anchorage Spike: Revolutionizing Fall Protection in Deep Excavations

A Quanta operating company developed the ground anchorage spike to address the unique challenge of preventing deep falls in excavations ranging from three to 35 feet. This engineer-approved spike, with accompanying safety measures like shoring, guardrails, and personal fall protection systems, is designed to ensure worker safety in deep excavations and rugged terrains. The agile ground anchorage spike system is easily transported and deployed, making it ideal for remote or environmentally sensitive areas where traditional anchoring systems are impractical.



#### WATCH

Quanta operating company employees show how they made safety easy to deploy with the ground anchorage spike.

### Enhancing Safety & Efficiency for Electrical Lineworkers Working on High-Voltage Lines

A Quanta operating company engineered the bucket equal potential grounding (EPZ) platform, which features a metal ground grating and a truck round ball stud welded or molded to the platform. This innovation ensures that the lineworker is at the same electrical potential as the de-energized EPZ grounded line being worked on, drastically reducing the risk of shock and burn from static induction caused by adjacent energized high-voltage circuits. Additionally, the bucket EPZ platform reduces reliance on personal protective equipment to protect against high voltages.



### Addressing STKY to Eliminate the Potential for Human Error

A solution for lifting wire reels on and off the stands that prevents reel movement when the locking mechanism is engaged was designed and built to provide a safer method for unloading and loading wire reels. The innovation directly resulted from an analysis of an earlier STKY incident and eliminates human error by ensuring the main pin cannot be removed until the reel is securely locked. This solution enhances safety by preventing reel movement when the locking mechanism is engaged and controlling stored energy when removing the main pin.



ELEVATING SAFETY & PRODUCTIVITY:

# TRAINING & EDUCATION

**C**raft-skilled labor is the engine that powers Quanta. Each year, we invest in world-class training to equip our employees with the skills needed to perform at the highest levels of quality, efficiency, and safety. Our trained professionals are prepared for safe, fulfilling careers and play a vital role in building, operating, and maintaining a secure and reliable energy delivery system.



Quanta is responding to the challenge of modernizing and reshaping the U.S. electrical grid by redefining how our people are trained and how they learn and grow. With an unwavering commitment to comprehensive skill development, designed career and leadership development, and industry-first hybrid apprenticeship programs,

OUR TRAINING AND EDUCATION PROGRAMS **EMPOWER THE NEXT GENERATION OF WORKERS IN THE ENERGY DELIVERY INDUSTRY.**

Quanta's world-class training centers, extensive training resources, and investment in leading-edge technology all demonstrate our dedication to building a highly skilled, future-ready workforce. Our commitment to developing the safest, most productive, and most fulfilled craft workforce in the industry is unmatched.

**JOSH LUCK**

Vice President,  
Training Operations





## TRAINING THE ENERGY WORKFORCE OF THE FUTURE: QUANTA'S CRAFT LEADERSHIP PROGRAM

Quanta's Craft Leadership Program aims to develop leaders, equip them for success, and help them reach their full potential. The program is based on three core principles: lead your people, plan your work, and run your business.

Through a combination of instructor-led courses, self-paced learning, and competency evaluations, we prepare participants to meet the challenges and expectations of leadership. Investing in our people in this way ensures Quanta remains a leading energy solutions provider, both now and in the future.



### WATCH

The Quanta Craft Leadership Program includes instructor-led courses, self-paced learning, and competency evaluations.

## OUR PEOPLE ARE OUR MOST VALUABLE ASSET.

TO REACH OUR FULL POTENTIAL,  
WE NEED A WELL-TRAINED AND  
EDUCATED WORKFORCE.

Quanta is investing in our craft labor through a career program that trains, attracts, and retains the best talent. This program prepares leaders before they advance and continues their development while they are in leadership positions.

### JOSH LUCK

Vice President, Training Operations



## Developing the Next Generation of Crew Leaders

Through discussions with crews across North America, Quanta identified three key principles essential to all crew leaders, enabling knowledge within one crew to be shared with the next generation of crew leaders across Quanta.

### PROGRAM CORE PRINCIPLES

#### Lead Your People

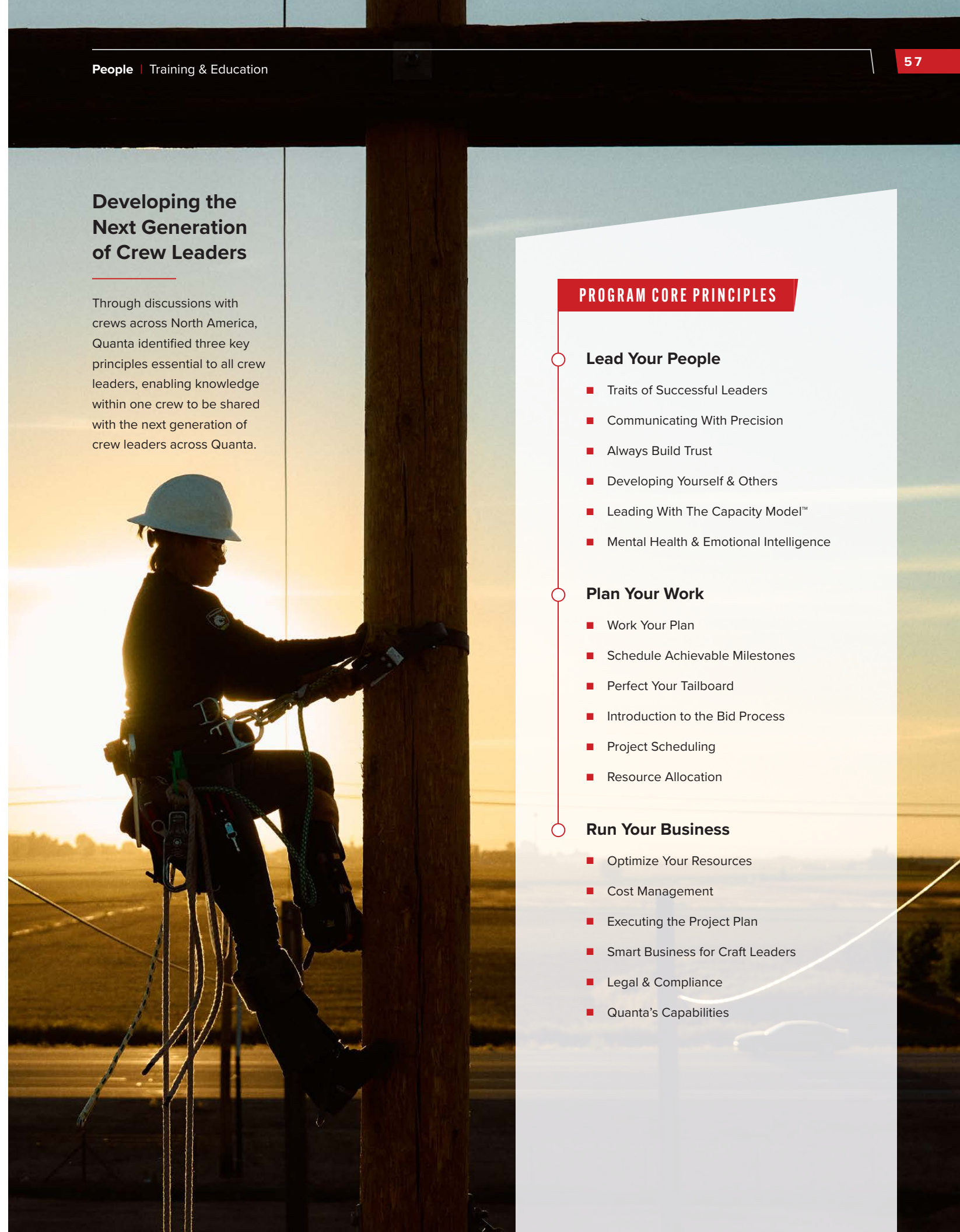
- Traits of Successful Leaders
- Communicating With Precision
- Always Build Trust
- Developing Yourself & Others
- Leading With The Capacity Model™
- Mental Health & Emotional Intelligence

#### Plan Your Work

- Work Your Plan
- Schedule Achievable Milestones
- Perfect Your Tailboard
- Introduction to the Bid Process
- Project Scheduling
- Resource Allocation

#### Run Your Business

- Optimize Your Resources
- Cost Management
- Executing the Project Plan
- Smart Business for Craft Leaders
- Legal & Compliance
- Quanta's Capabilities

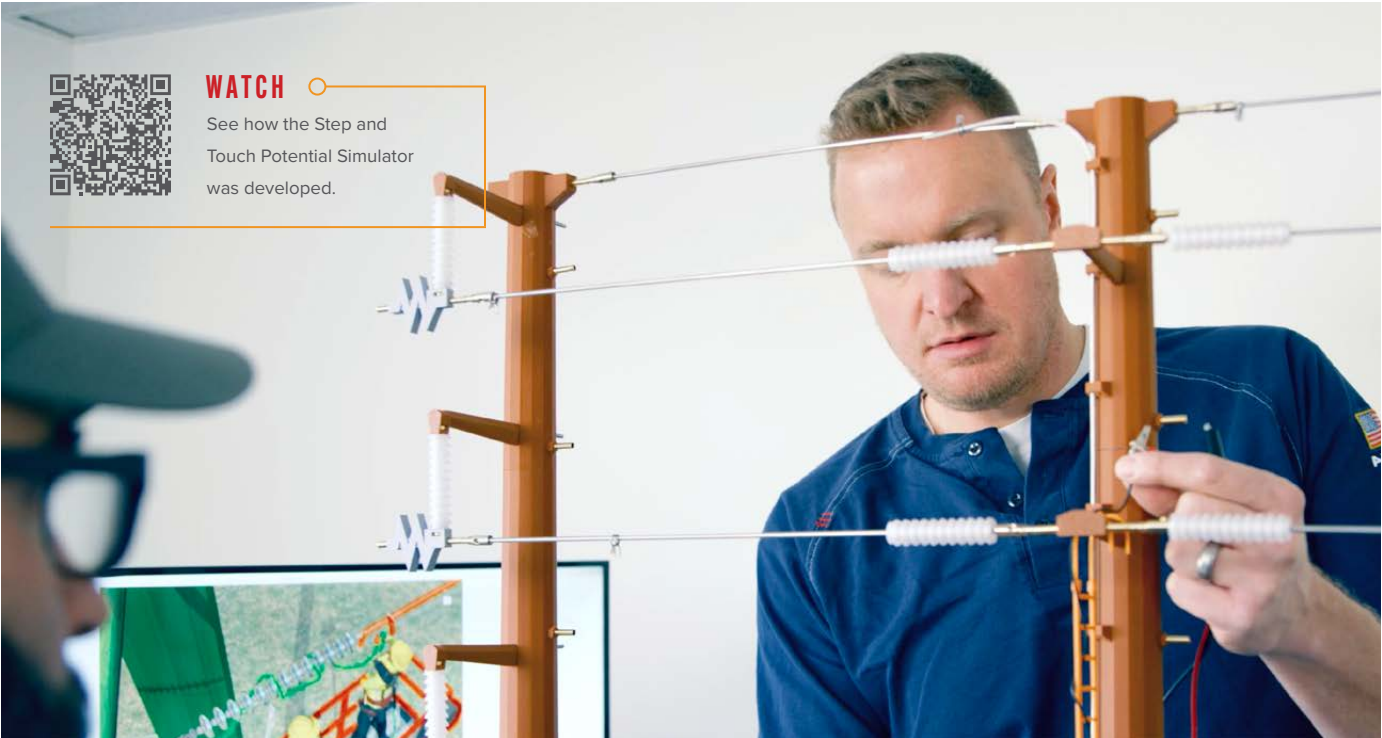




## Northwest Lineman College: Shaping the Future of Power Delivery Through Premier Training & Innovation

Northwest Lineman College (NLC), established in 1993 and acquired by Quanta in 2018, has solidified its reputation as a premier educational institute in the power delivery industry. With strong connections to employers across the United States and beyond, NLC offers comprehensive training solutions ranging from pre-apprentice to advanced levels. For over 30 years, NLC has been dedicated to prioritizing the best interests of its students. NLC provides entry-level career programs in electrical and telecommunications linework and apprentice and journey-level training for the electric utility industry, with hundreds of power and construction companies utilizing NLC’s expertly developed programs.

By investing in new facilities and expanding its training programs, NLC is committed to preparing thousands of apprentices to meet the highest industry standards, thereby ensuring a skilled and competent workforce for the future. In June 2022, NLC unveiled its state-of-the-art South Carolina Technical Training Center, marking a significant milestone in its mission to deliver top-tier apprenticeship training. This facility is home to the Department of Labor-approved four-year Lineman Apprenticeship Program and the industry’s first three-year Department of Labor-approved Underground Electrical Apprenticeship Program.



Recognizing increasing demand, NLC quickly initiated plans for further expansion. The training center now can train approximately 1,200 apprentices annually, with four classrooms, a smart grid, underground labs, enhanced IT infrastructure, and additional office space for staff.

## Enhancing Workforce Safety With the Step & Touch Potential Simulator

The Step and Touch Potential Simulator was developed to address key challenges in training Quanta operating companies’ mobile workforce, particularly in terms of engagement and knowledge application related to grounding and bonding concepts. The simulator provides a realistic and interactive platform for employees to experience and understand work scenarios involving hazardous step-and-touch potential differences. Unlike traditional training methods, it enhances comprehension by demonstrating various scenarios, from dead-end structures to ground potential rise. As a scalable and portable tool, trainers of all experience levels can deliver effective training, integrating real-world resistance factors and circuits for authenticity. The simulator has transformed training into an interactive experience, enabling employees to grasp complex topics and bring them to life.



## Empowering Safe Transformer Training With the Wireless Continuity Transformer

The NLC Innovations team developed the Wireless Continuity Transformer to enhance knowledge of transformer continuity testing and troubleshooting through realistic fault scenarios. With safety as the focus, this training transformer helps mitigate catastrophic failures by allowing students to understand and practice testing and wiring in a safe, interactive environment. This innovative tool creates various fault conditions, both while energized and de-energized, delivering high-level troubleshooting scenarios and fundamental continuity testing. The availability of faulty transformers for training is limited, as they are typically sent back to manufacturers, which prevents in-depth discussions about continuity testing. This device is used by apprentices and journeyman lineworkers to develop their skills further and focus on safety through the regular practice of continuity testing and troubleshooting.



**WATCH** ○  
See how the Trouble Transformer creates realistic fault scenarios.

## THE TROUBLE TRANSFORMER GIVES STUDENTS A REAL-LIFE VIEW OF HOW THE TRANSFORMER COILS WORK.

I can use the remote to show them different fails compared to a good transformer. It’s a super easy tool for instructors and provides good value to students.

### RICK SCOTT

Training Specialist,  
Northwest Lineman College





## NORTHWEST LINEMAN COLLEGE GRADUATE SPOTLIGHT: MARLEY KNORR & JEREMY MORRIS

**M**arley Knorr and Jeremy Morris are recent high-achieving graduates of NLC. Through exceptional dedication, leadership, and hard work, they graduated from NLC with distinction and found immediate employment in the trades. Their achievements are a testament to the quality education and training NLC provides and inspire future students to strive for excellence.



**MARLEY KNORR**, raised in the small Northern California town of Kelseyville with four brothers, was always drawn to the trades. At 22, after becoming a mother, Marley found the courage to pursue her dream and enrolled at NLC. Her time at NLC changed her life in ways she couldn't have imagined. Marley credits the encouragement from staff and classmates for helping her succeed at every step, discover a deep sense of purpose, and realize she was exactly where she was meant to be.

**JEREMY MORRIS**, 29, grew up in the Finger Lakes region of New York, renowned for its dairy farming heritage. His adventurous spirit led him to save up enough money to buy an RV, which he used to travel the country while taking on various jobs to gain experience and explore new places. Eventually, Jeremy's journey brought him to Westport, CA. After applying to NLC, he made a bold decision to sell everything he owned that wasn't tied down to invest in his education.

### Q What initially drew you to NLC?

**A Marley Knorr:** I had a friend go through NLC's program, and not only did it look like fun, but it also sounded like my kind of trade school. I thought if he could do it, I could, too.

**Jeremy Morris:** Some of my closest friends and mentors are currently lineworkers. Every detail they would describe about their roles as lineworkers sparked my passion for the trades.

### Q What did you enjoy most about your time at NLC?

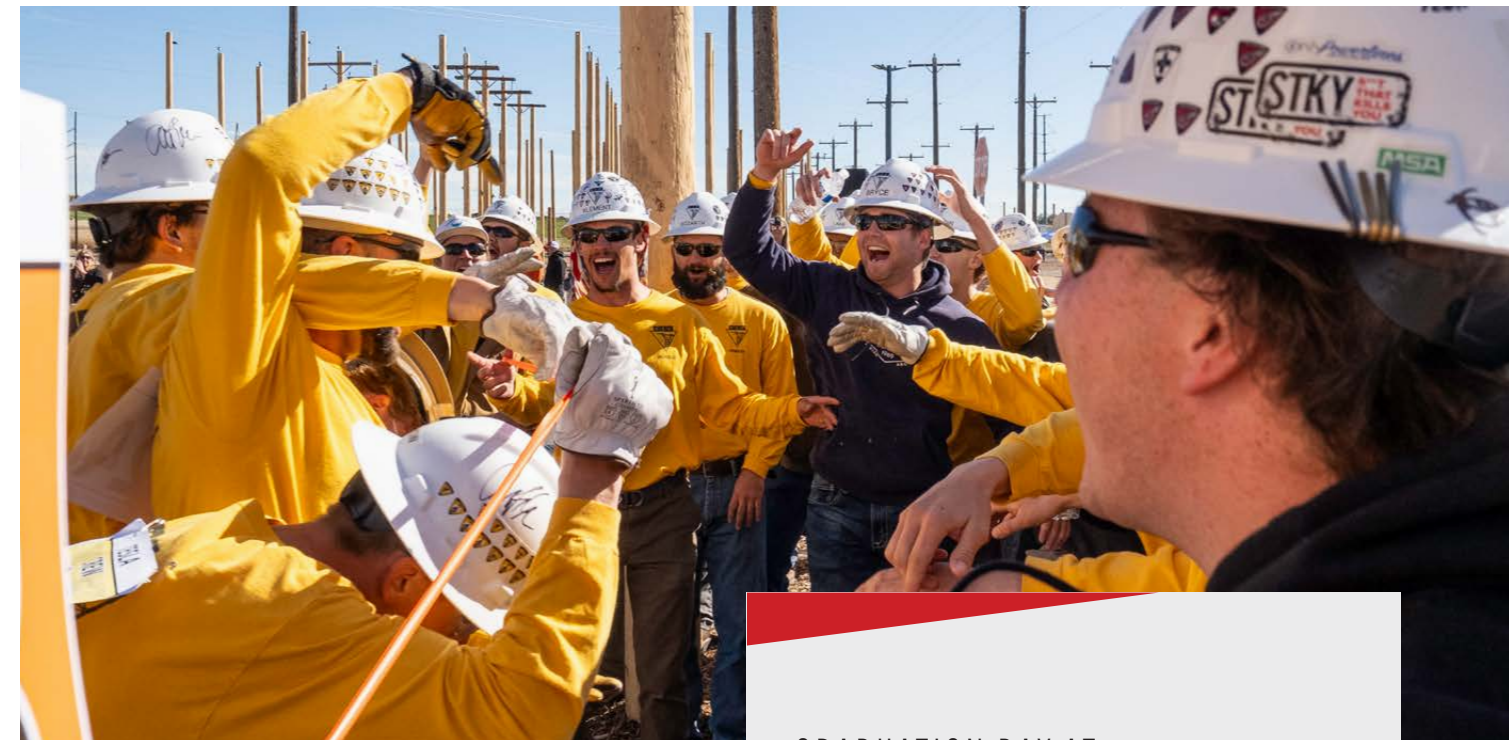
**A Marley Knorr:** I enjoyed the challenge of pushing myself and seeing how much I am truly capable of. Ultimately, I emerged stronger, both mentally and physically. I'm grateful that my time there set me up for a long and rewarding career in this trade.

**Jeremy Morris:** I enjoyed the challenge, including the intellectual and academic aspects—setting goals for my team and myself, then pushing each other to accomplish those goals.

### Q What advice would you give to current or future students?

**A Marley Knorr:** My advice to NLC students is to be grateful even for their mistakes, because they provide valuable experiences and knowledge that will contribute to their success. Be grateful for the present, work tirelessly towards your future, and never give up on your goals.

**Jeremy Morris:** Focus is a huge part of accomplishing the tasks at hand. It's noticeable when you're focused, and it's noticeable when you're not. So be the ones that are. And overall, get excited about it. This is a perfect opportunity to become the best version of yourself and create a promising future. Have fun with it.



## Northwest Lineman College & Texas State University System Collaborate on Innovative Associate Degree Program

NLC and Texas State University System (TSUS), represented by Lamar Institute of Technology, have joined forces to create a groundbreaking associate degree program that provides students with credit for NLC's pre-apprenticeship program. This initiative aims to streamline the educational journey for aspiring professionals in the power delivery industry, exemplifying a commitment to providing career advancement opportunities, fostering growth in the trade, and supporting the future workforce of the power delivery industry.

Through this partnership, TSUS offers credits to graduates of NLC's Electrical Lineworker Program (ELP) and Lineworker Apprenticeship Program (LAP), as well as to NLC employees, enabling them to pursue an Associate of Applied Science degree in Utility Line and Management Technology. The ELP and LAP graduates will be awarded 20 and 24 credits, respectively, for program completion and an additional 14 and 10 credits for verified work experience. The remaining degree credits are focused on general education and business courses, which can be completed online. This provides students with flexibility regardless of location and enables them to complete their degrees in less than half the typical time required.

## GRADUATION DAY AT NORTHWEST LINEMAN COLLEGE: A DAY TO REMEMBER, A FUTURE TO POWER

Graduation day at NLC marks the culmination of hard work, grit, and dedication for graduates who have completed their rigorous training program. Proud family, friends, and instructors are in attendance as the graduates sing the national anthem, show respect for the military, perform their chants, and receive their diplomas. It's a day of accomplishment and new beginnings as graduates embark on their careers, stepping into vital roles, ready to keep the world connected and communities powered.



### WATCH

NLC students use team chants to build morale and camaraderie.



## INNOVATING THE FUTURE OF ELECTRICAL TRAINING: QUANTA ADVANCED TRAINING CENTER

The Quanta Advanced Training Center, located at the expansive 2,600-acre Lazy Q Ranch in La Grange, Texas, is a premier facility dedicated to providing Quanta's employees with realistic, hands-on training in a controlled environment.

This state-of-the-art campus is home to the Lazy Q Line School, offering direct entry into all International Brotherhood of Electrical Workers (IBEW) U.S. apprenticeship programs. Lazy Q Line School also hosts the Veteran Electrical Entry Program (VEEP), which provides entry-level training and first-year apprenticeship credit, offering veterans an opportunity to work for a Quanta company.

The Quanta Advanced Training Center is equipped with the resources and space necessary to construct full-scale, real-world facilities. Here, subject matter experts and trainers innovate with new tools, techniques, and procedures. To date, 60 patents have been registered from the center, enabling experts to return to the field with innovative methods that enhance safety and efficiency for crews. When customers seek solutions that have never been done before, Quanta turns to the Advanced Training Center at Lazy Q Ranch. The center's world-class, cutting-edge facilities are constantly evolving to meet the needs of Quanta operating companies and the industry.



### WATCH

See how Quanta is utilizing Lazy Q Ranch to train for the future of energy.



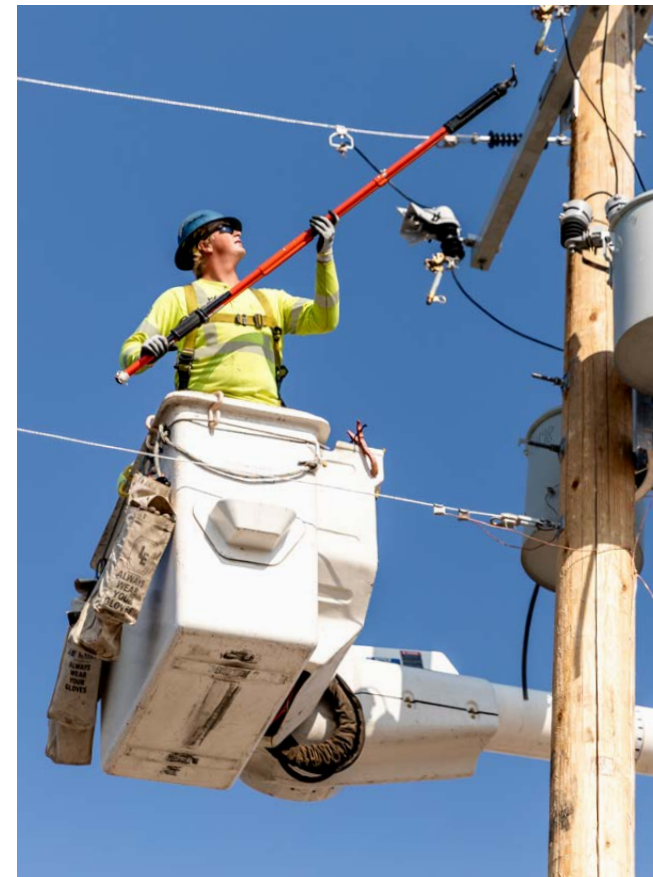
### Lazy Q Line School

The Lazy Q Line School offers a rigorous 4-month, 800-course hours, pre-apprentice lineworker program, available to current employees nominated by their operating company and recently exiting active-duty veterans. This intensive program is designed to assess the success of apprentice candidates through competency-based evaluations, requiring students to demonstrate proficiency in 142 distinct skills within a real-world job site environment.

As the only program nationally accredited by the IBEW-NECA Electrical Training ALLIANCE, Lazy Q Line School ensures comprehensive training. Candidates complete the first year of their National Joint Apprenticeship Training Committee curriculum, including all bookwork and proctored tests. Graduates are submitted to the IBEW Apprenticeship program upon graduation and are offered positions at Quanta companies.

### Quanta Underground Powers Services

Quanta Underground Powers Services (QUPS), also located on-site, features a state-of-the-art training center. QUPS provides training on network systems, concentric cable splicing, and lead cable splicing. Lazy Q Ranch also houses facilities for use by Quanta's pipeline division to train on smart pig operation and diagnosis of faults in a pipeline system.



### Quanta High Voltage Testing Facility

The Quanta High Voltage Testing facility is also located at the Lazy Q Ranch, offering both HVAC and HCDC testing to 1,200 kV. In addition to R&D testing, this facility can be used to certify insulating booms for live-line contact to 765 kV AC and 600 kV DC, as per American National Standards Institute standards. The facility also features a tension testing bed with a capacity to pull test up to 220,000 lbs., a rubber glove and blanket tester, and a soon-to-be-added hot stick tester.

### Quanta Energized Services

In addition to the Lazy Q Line School, Quanta Energized Services is based on-site and offers multiple advanced training programs:

- Barehand Lineman Certification
- Annual Barehand Recertification
- LineMaster Robotic Arm Operator Certification
- Energized Reconductor
- Hot Stick Proficiency
- Insulator Wet Washing
- Insulator Dry Washing
- Insulated Scaffolding

All energized training is performed under energized conditions on a complete off-the-grid distribution, substation, and transmission system energized at 13.8 kV, 69 kV, and 345 kV.





## Honoring Service With Opportunity: The Veteran Electrical Entry Program

VEEP was established by IBEW and the National Electrical Contractors Association (NECA) to facilitate the entry of military veterans into electrical apprenticeships. VEEP for lineworkers is operated as a joint program by Quanta Services and the Electrical Training ALLIANCE, with all training conducted at the Lazy Q.

Upon successful completion of this program, graduates earn a direct interview, and entry with a Quanta Services company, credit for the first-year apprenticeship curriculum, and advanced standing in an IBEW apprenticeship, jurisdiction dependent. This program is free to attend for selected eligible veterans. Eligible veterans must have a discharge under honorable conditions and be within 24 months of the last day of their service at the time of acceptance.

## THIS TRADE IS SOMETHING SPECIAL THAT SUITS VETERANS.

You're not in a factory punching out widgets. It's always changing; there is always something different. A journeyman lineworker can operate anything from a crane to yellow-iron equipment to a truck, climb up a pole, hang off a helicopter, and everything in between. Your job is not going to get outsourced. And the skills and capabilities that made you good in the military will also make you a good lineworker.

### DAVID BALL

U.S. Army Veteran & Vice  
President, Labor Relations,  
Quanta Services



## LUMA College for Technical Training: Expanding Its Curriculum With Real-World Training

LUMA College for Technical Training (LCTT) offers educational experiences to support the rebuilding of Puerto Rico's electric power infrastructure. As the first U.S. Department of Labor-certified lineworker apprenticeship program in Puerto Rico in partnership with the International Brotherhood of Electrical Workers (IBEW), the college is developing the talent critically needed to transform the electric grid.

In 2024, LCTT significantly expanded its curriculum and facilities by introducing 10 new training programs, bringing its total course offerings to 18, all of which are delivered in Spanish. These new offerings, alongside the flagship lineworker program, provide career opportunities in various professions, including substation technician, telecom technician, and low-voltage technician.

LCTT enhanced its training infrastructure to include smart grid and underground residential distribution practice areas, aligning with its mission to simulate real-world conditions. Steel and concrete poles, along with a dedicated vault, were added to the new campus in Canóvanas for rescue training, enabling students to experience authentic field conditions unique to Puerto Rico's environment. In 2024, 964 students completed LCTT's training programs, with females making up 9% of the Lineworker Apprenticeship Program.

## STRONGHOLD UNIVERSITY: REAL-WORLD TRAINING FOR FUTURE LEADERS

In 2024, Stronghold University introduced the ETS Foreman Leadership course, an immersive program simulating real-world challenges from pre-down through demobilization. The course integrates scenario-based exercises and daily operational responsibilities, mirroring the demands of an actual job site. Foremen in entry-level leadership positions engage in intensive problem solving, refining their decision making and leadership skills in real time. This hands-on approach helps instructors identify and address knowledge gaps on the job.

Participants praised the course's realistic and hands-on approach, which kept them engaged and helped them identify small mistakes. The teamwork and communication aspects enabled them to learn from one another and think through challenges as a team. Instructors were effective in keeping the training dynamic and ensuring understanding. Compared to computer-based courses, this training felt like being in the field, where you make real time decisions. It was especially beneficial for first-time foremen, as it provided them with the confidence to handle real-world situations.





## Empowering Future Leaders: Quanta Services' Highly Rated Internship Program

Quanta partners with universities across the U.S. to provide students with the opportunity to gain real-world experience while working on impactful projects in the energy infrastructure industry. In 2024, Quanta was ranked No. 5 by Vault among the best Construction & Trades Internships and No. 99 by Vault's 150 Best Internships. Our program offers a competitive hourly wage and world-class in-the-field training. In 2023, 74% of eligible interns went on to accept full-time roles.

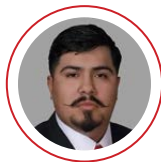


Interning with Quanta Services this past summer was the opportunity of a lifetime! Everyone in the building was eager to share their experience, and my coworkers and supervisors made me feel appreciated every single day. Above all else, this experience gave me

THE OPPORTUNITY TO EXPAND MY  
NETWORK AND **LEARN MORE THAN  
I THOUGHT POSSIBLE.**

**BAILEY LYON**

Corporate HR Intern, Quanta Services



My time here at Quanta has been absolutely amazing! Through this experience, I have gained extensive knowledge that I know will be helpful in the years to come. I have had the opportunity to work alongside great mentors who have truly taken the time to educate me. I'm beyond grateful for the opportunity and the knowledge I have gained.

**JOSE ZARAGOZA**

Assistant Project Management Intern, QISG



During my internship in the field of safety, I had an incredible opportunity to grow, learn, and connect with professionals in the industry. This experience allowed me to advance my knowledge while gaining valuable insights and hands-on experience.

**ANTHONY BRIDGES**

Service Electric Safety Coordinator & Former Intern,  
Quanta Services



I loved my internship at Quanta. Not only did I gain real-world experience in accounting, but I also felt deeply involved in the company. The company does a great job of treating interns like full-time employees.

**MARCO HUERECA**

Corporate Tax Intern, Quanta Services



This is my first time working at a company of this size and at corporate headquarters. You feel the difference in terms of the culture. I frequently grab coffee or lunch with members of Quanta's executive leadership team—not only because we're conveniently located in the same spot but also because they're genuinely interested in the work I'm doing. Quanta treats its employees very well, which has been great to experience.

**NIKKI BEITTENMILLER**

Manager, Strategic Operations & Former  
Corporate Operations Intern, Quanta Services

# IN FOCUS



## QUANTA UNIVERSITY PARTNERSHIP

Quanta Services collaborates with over 20 universities nationwide to address a shortage in manager-level positions within the energy infrastructure sector.

Starting in 2017 with Sam Houston State University (SHSU), Quanta offered students mentorship and exposure to the energy infrastructure sector, developing courses with SHSU to equip students with essential, industry-specific skills. This partnership prepared students for fulfilling careers, creating a pool of industry-ready candidates for Quanta operating companies.

Building on this success, Quanta launched the Strategic Talent Internship Program, partnering with universities across the United States. This program targets students and recent graduates for internships with Quanta companies nationwide, focusing on project management, construction management, safety management, and engineering. Quanta seeks talented and motivated candidates from diverse backgrounds to pursue careers in the energy infrastructure industry. With recruiting teams visiting more than 75 other institutions every semester, the program has successfully sponsored hundreds of summer interns, many of whom have gone on to become full-time employees within the Quanta family of companies.

### PARTNERSHIP UNIVERSITIES

**LIT** LAMAR INSTITUTE  
OF TECHNOLOGY

**LSCPA**  
LAMAR STATE COLLEGE - PORT ARTHUR

**Lamar State College**  
— Orange —

**LAMAR UNIVERSITY**  
MEMBER THE TEXAS STATE UNIVERSITY SYSTEM™

**SH** Sam Houston  
State University

**SR** | **SUL ROSS**  
THE FRONTIER UNIVERSITY of Texas

**TEXAS STATE**  
UNIVERSITY



DRIVING ORGANIZATIONAL IMPACT:

# WORKFORCE & CULTURE

**B**y celebrating and leveraging our differences, channeling our collective strengths to drive business success, and prioritizing the success of our customers, employees, and communities, we are dedicated to fostering a culture of operational excellence rooted in technical capability, safety leadership, and commitment to continuous improvement. We aim to align with our business partners' priorities, focusing on a robust supply chain and supporting efforts to expand the number and types of local suppliers used to provide goods and services.



The success of our business is built on the readiness and experience of our people and the strength of our suppliers. As demand for power and infrastructure solutions accelerates, we're committed to maintaining a robust pipeline of talent and supplier partners that help us meet the expanding needs of our customers.

We are committed to attracting top talent by partnering with educational institutions and organizations that connect us with future leaders. Retaining our people is a top priority, so we offer employees resources and training to support their well-being and help them reach their full potential. Similarly, we're committed to providing suppliers with access to projects that contribute to the growth of their businesses.

WE'RE PROUD OF THE WORK WE DO TO EXPAND OUR WORKFORCE AND SUPPLY CHAIN. **DOING SO WITH INTENTION PROMISES THE SUCCESS OF OUR CUSTOMERS, AND ULTIMATELY, THE ECONOMIC STRENGTH OF OUR COMMUNITIES.**

**MOANICA CASTON**

Vice President,  
Diversity & Inclusion





### Supplier Engagement: An Intentional Commitment to Economic Sustainability

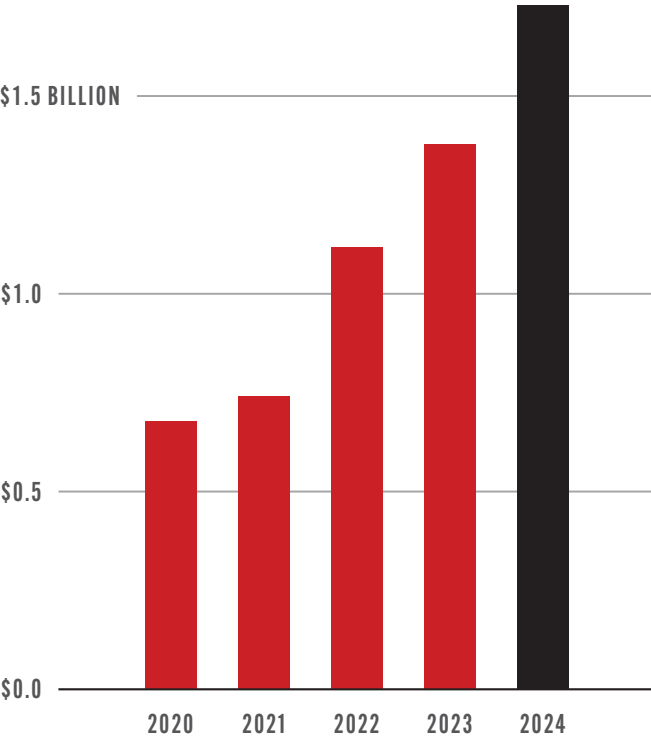
Quanta believes in the value of an inclusive supply chain and is dedicated to advancing the sustainability of the suppliers we work with. By contributing to the economic stability of the communities where we live and work, we intentionally identify contracting opportunities, educate our workforce, and engage with advocacy and community organizations to promote an equitable future.

Our goal is to achieve excellence in supplier engagement by providing our partners with opportunities to grow their businesses. To expand our network of partners, we proactively identify new suppliers through targeted research and participation in trade fairs, workshops, conferences, and other relevant events. We aim to create economic opportunities by providing access to our supply chain and offering opportunities to deliver goods and services throughout the organization.

For the third consecutive year, we have spent over \$1 billion with our network of suppliers by fostering opportunities for businesses to support our projects. Our program will continue to grow and adapt to meet the evolving needs of our suppliers, customers, and communities.

DIVERSE PROCUREMENT

\$1.73 B



SUPPLIER ENGAGEMENT PRINCIPLES

- Intentional**  
We intentionally seek suppliers who prioritize safety, drive innovation, and help build the infrastructure that connects people, power, and possibility.
- Committed**  
We support the advancement of qualified local suppliers through leadership accountability, structured engagement, and a focus on continuous improvement.
- Accessible**  
We maintain transparent sourcing processes and provide clear pathways for suppliers to demonstrate readiness, meet industry standards, and grow with confidence.
- Future-Focused**  
We support supplier growth, innovation, and job creation that fuels stronger supply chains and more resilient communities.

### Partnering With NAMC to Empower Minority-Owned Businesses in Construction

This year, Quanta attended the National Association of Minority Contractors (NAMC) conference, where we connected with minority and women-owned businesses to build partnerships that provide access to opportunities supporting growth. As the oldest minority trade association in the country, NAMC, whose leadership and members comprise trade construction and engineering contractors, is uniquely positioned to advance the industry by providing access and opportunities in the growing energy sector.



**WATCH**  
See Quanta building connections at the 55<sup>th</sup> annual NAMC conference.

### CLEAR2DIG'S JOURNEY TO SUCCESS THROUGH PARTNERSHIP

In the summer of 2022, Jose Santos, CEO of Clear2Dig, attended the Greater Houston Business Procurement Forum, a networking event for businesses seeking contracts in the public and private sectors. Jose cultivated relationships with key decision-makers through persistent networking and participation in meet-and-greet events.

A turning point occurred when a Quanta operating company and its large utility customer in Houston recognized the potential for expanding opportunities for local suppliers, such as Clear2Dig. This led to Clear2Dig transitioning from subcontracting roles to working directly with Quanta's customers. As a result, the company expanded from a small crew with two trucks to a more extensive operation with six trucks, exemplifying the success of intentional supplier programs.

Jose's dedication to growth extended beyond operations. He actively participated in the Blue Wave Supplier Development Program, a six-week initiative designed to educate business owners on key industry standards. His eagerness to learn and adapt enhanced his credibility, positioning Clear2Dig for larger-scale projects.

This partnership underscores the importance of creating opportunities for small, local businesses. The collaboration between Clear2Dig, Quanta, and its customers demonstrates the importance of intentional support in promoting growth and resilience among locally owned enterprises. Clear2Dig's expansion, financial stability, and active involvement in industry events are testaments to entrepreneurial perseverance and the transformative impact of collaboration.

Jose says, "Success in this industry isn't just about the work—it's about relationships. The connections we've built with Quanta are the reason we've been able to grow."



**WATCH**  
Listen to Jose Santos talk about how Quanta supported the growth of Clear2Dig.



### Tracking Representation

Quanta is at the center of an industry transformation, driven by an intensifying demand for power and infrastructure solutions. Our unique position amid rapid growth highlights the need to expand our workforce to meet the increasing demands of our growing business.

By being transparent and openly sharing our data, we hold ourselves accountable for our progress. Understanding workforce composition enables us to promote representative leadership and develop robust talent pipelines. This knowledge also allows us to create opportunities for employee growth and success while fostering an inclusive culture. Alongside sharing our U.S. workforce representation data here, we have also publicly made our 2024 EEO-1 Report available to enhance transparency. We will continue to publish future EEO-1 Reports as they are submitted to the Equal Employment Opportunity Commission (EEOC).<sup>1</sup>

### U.S. WORKFORCE REPRESENTATION DATA<sup>2</sup>

	2019	2020	2021	2022	2023	2024
Female employees as share of total workforce	8%	9%	10%	10%	10%	11%
Female employees in management and professional roles	13%	14%	14%	14%	14%	17%
Overall employee ethnic diversity	34%	27%	32%	38%	37%	39%
Ethnic diversity in management and professional roles	23%	22%	24%	29%	31%	29%

<sup>1</sup> eeoc.gov/data/eEO-1-data-collection

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



### Partnering With Supply Nation to Empower Indigenous Businesses in Australia

Quanta Services Australia operating companies are registered with Supply Nation, Australia's leading supplier diversity program. Supply Nation connects the most extensive national database of verified Aboriginal and Torres Strait Islander businesses with the procurement teams of leading Australian organizations. Their mission is to foster engagement, build relationships, and increase business opportunities for Indigenous businesses.



# IN FOCUS

### EMPOWERING WOMEN: LUMA'S INCREASING FEMALE ENROLLMENT IN UTILITY APPRENTICESHIP PROGRAMS

LUMA's Utility Lineworker Program offers individuals an opportunity for a prosperous future by acquiring a skill set that, when utilized, helps keep communities thriving.



The program continues to attract women, resulting in an increasing female enrollment rate. This program currently has 181 apprentices, including 17 women. At LUMA, 28% of the workforce comprises women, with 133 holding key leadership positions. Additionally, 175 women hold operational field positions, including field workers, lineworkers, supervisors, low-voltage workers, regional managers, aviation administrators, and other roles traditionally held by men.

LUMA's apprenticeship programs integrate hands-on experience with classroom learning, covering topics such as cybersecurity, workplace safety enhancements, substation operations, low-voltage systems, and underground systems, among other areas. These efforts strengthen the workforce, enhancing customer service and improving the reliability of the electrical system as part of the company's commitment to the continuous development of its team. LUMA has over 250 employees who participate in various training programs.



### WATCH

Discover Gabriela Hernández Pérez's journey from LUMA College for Technical Training to becoming a lineworker.

Here, we all have the opportunity to learn, grow, and serve. We have seen how other women have gone through this program and are already working in the field, which motivates us to keep moving forward. It hasn't been easy. It's hard, but not impossible. This is very rewarding because

WE'RE PUTTING OUR  
HEARTS INTO THE WORK  
WITH A CLEAR GOAL: TO  
SERVE PUERTO RICO.

### NEISHA BALAY

Utility Lineworker Apprentice, LUMA



## WOMEN REDEFINING THE PIPELINE INDUSTRY IN AUSTRALIA

**A**t an Australian operating company, women are taking on a wide range of roles across leadership, project management, engineering, finance, and human resources, reshaping the landscape of the pipeline industry.

The company's dedication to inclusivity demonstrates how balanced representation drives dynamic and successful project outcomes. Here are the stories of five women at the operating company who are thriving in their careers:

**NOELLE DU**, as part of the finance team, supports contracts and project finance, frequently traveling to project sites. "In my role as Project Controller, I collaborate with an incredible mix of people, gathering insights from top managers to on-site leaders, ensuring our projects stay financially fit."

**JASMINE FASSOULIS** joined the company two years ago and is completing a double degree in Mechanical Engineering and Science. She has gained hands-on experience through various projects, from tendering to project selection. "Ongoing skills are being developed. As undergraduates, we come in not knowing much, so we're building all the core skills."



**ORLA GALLAGHER** has been with the company for over two years and manages a project in Darwin, Australia. She began her career in Ireland as a civil engineer, working on tunneling, road, and bridge construction. Her journey into the pipeline industry began as an adventurous 18-month stint in Australia, where she quickly advanced into project management. "I didn't even know what a pipeline was," Gallagher said. "I progressed in a career in pipeline construction, which then evolved into project management."

Her proudest achievement is the successful delivery of the Northern Goldfields Interconnect (NGI) project, an experience she describes as a career highlight.

**DANIELLE TAYLOR** has led the company's proposal team for over nine years. Through mentorship and career development opportunities, she discovered her passion for winning work. "I've had such great mentorship opportunities, grown throughout my career, and been encouraged to contribute my ideas and share in the success of the business."

**RHONDA WILKES**, with 13 years at the company, manages onboarding and HR logistics for projects, ensuring seamless operations for fly-in, fly-out (FIFO) workers. Reflecting on her journey, Wilkes shares how much the industry has evolved during her time at the company. "In the past five years, we've done a lot of work in that space. Previously, the industry was missing out on some really good talent."

One of her most rewarding experiences has been her work on the Gathering Program in Dalby, Queensland. "It's been fantastic to see this through. The crew has become like family."

Wilkes advises women entering the industry to remain authentic. "Some women think they need to be tough, but the key is to stay true to yourself."



## Championing Balanced Representation

While these women are at different stages of their careers, they unanimously agree that the Australian pipeline industry is making significant strides toward inclusivity.

"When you walk into the office, it's a very diverse team," Orla Gallagher said. "It makes people comfortable knowing they're coming into a welcoming organization." Jasmine Fassoulis echoes this sentiment, noting that the industry is increasingly supporting women and individuals from many different cultural backgrounds. "Even though it might feel daunting, it's a great community. You have a voice, and you deserve to be here."

Their collective advice for women entering the industry is clear: Embrace the opportunities, seek support, and let your voice be heard.

## Advancing Female Representation in Construction in Australia

A Quanta Services Australia operating company is taking significant steps to address the challenge of female representation in the construction industry through targeted initiatives aimed at increasing women's participation and engagement across the company. One such initiative is the development of an e-learning module available to new and existing employees, which underscores the importance of respectful workplace behavior and sets clear expectations for employees and managers.



The operating company has also become a National Association of Women in Construction (NAWIC) corporate member. This partnership reflects our commitment to fostering an inclusive workplace, encouraging all employees to engage with NAWIC as part of a company-wide effort to support and develop female talent. As part of a commitment to advancing women in the workforce, the operating company also actively sponsors and encourages participation in industry events, advanced education, construction-specific programs, and mentoring opportunities.

These efforts are yielding notable results. According to the Workplace Gender Equality Agency (WGEA), the construction industry's gender pay gap is 31.8%. This Quanta Services Australia operating company has achieved a "neutral" pay gap of just 1.9%, with women representing 40% of the company's 2023 executive team.



SERVING & STRENGTHENING OUR

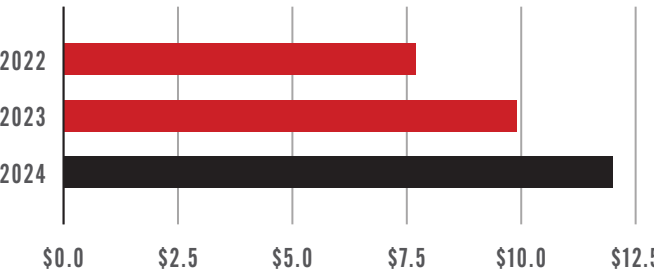
# COMMUNITIES & EMPLOYEES

Quanta employees actively engage with the communities in which they live. Through thousands of individual initiatives that align with local needs and priorities, their service helps nurture and grow the community, promoting education, health, and overall well-being. These efforts create lasting partnerships and are tailored to empower communities and foster sustainable development.

## MEASURING OUR IMPACT

Spread across more than 1,770 individual contributions, including donations and education spending, Quanta operating companies collectively invested \$12 million in community impact in 2024. This represents a 25% increase over 2023 and a 56% increase since 2022. Most of our community spending is dedicated to local community activities and youth development programs.

TOTAL COMMUNITY IMPACT SPEND IN 2024 (MILLION USD)



## HOW WE ALLOCATE OUR RESOURCES

LOCAL COMMUNITY SUPPORT	1,770 individual contributions made
	\$12 M spent on community impact in 2024
YOUTH EMPOWERMENT	25% increase in spending over 2023
CUSTOMER PARTNERSHIPS	
COMMUNITY HEALTH & WELLNESS	56% increase in spending over 2022



## Olympic Swimming Medalists Charlie Swanson & Nic Fink: Balancing Quanta Careers With Training

Quanta honored two of its employees, Charlie Swanson and Nic Fink, who performed outstandingly at the 2024 Paris Olympics, taking home two gold and three silver medals. Just as remarkable is how Charlie and Nic balance their training commitments and competitive schedule in the pool with a full-time job for Quanta.

After competing in the Tokyo Olympics, Nic Fink enrolled in a master's program in electrical and computer engineering at Georgia Tech. He completed his degree in December 2022 and then joined Quanta Utility Engineering Services as a Design Engineer and Assistant Project Manager. Based in Dallas, he works remotely with a flexible schedule that supports his parallel career pursuits.

He believes that working for Quanta and balancing other interests with swimming contributed to his ability to stand on the podium at this point in his career. Nic says, "I was ready to move on to other stages while still trying to keep a high level in swimming. I think having the job helps me compartmentalize everything. And if you have a bad day in the pool, it takes your mind off things and keeps you focused on other things. So I like telling people to stay well-rounded and balanced because it only really helps in the pool."



While preparing for the 2024 Paris Olympics, Swanson worked as a Senior Project Coordinator at a Quanta operating company. He managed his dual roles by maintaining a structured schedule, dedicating early mornings and evenings to rigorous swim training sessions, and utilizing his daytime hours for engineering responsibilities. "Every little kid says they want to be an Olympian. Of course, it was my goal, but I never really considered it a possibility until the last few years," Swanson said. "Sometimes I was a little discouraged, but the past few years have helped strengthen my mindset. Thankfully, I was able to achieve that big goal. It's pretty rewarding."

FOR THE RECORD: PARIS 2024  
OLYMPIC GAMES RESULTS

CHARLIE SWANSON

Mixed 4 × 100 m  
Medley Relay

Men's 4 × 100 m  
Medley Relay

14<sup>TH</sup> Men's 100 m  
Breaststroke

NIC FINK

Mixed 4 × 100 m  
Medley Relay

Men's 4 × 100 m  
Medley Relay

Men's 100 m  
Breaststroke

Quanta Services 2024 Sustainability Report

People | Serving Our Communities & Employees

Our People | Our Partners | Our Progress

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## High School Rodeo Partnership Drives Youth Development

Through different partnerships, Quanta Services is deeply embedded in and supports the rodeo community, helping young athletes develop skills and opportunities for their future careers.

### RODEO PARTNERSHIPS

#### High School Rodeo Team

Quanta Services sponsors a high school rodeo team, providing young rodeo athletes with educational resources, financial support, and professional development tools. The team is divided into Varsity and Junior Varsity levels, with members receiving scholarships, team apparel, and opportunities for personal development.

#### Multi-Level Partnership With the National High School Rodeo Association

In 2022, Quanta Services announced a multi-level partnership with the National High School Rodeo Association (NHSRA). This partnership aims to elevate the experience of NHSRA members by offering scholarships and career opportunities in the skilled trades, particularly in the electric power delivery industry.

#### Rodeo Ambassadors

Quanta Services also has rodeo ambassadors who represent Quanta at rodeo events and embody the company's values of hard work, outstanding character, and commitment.

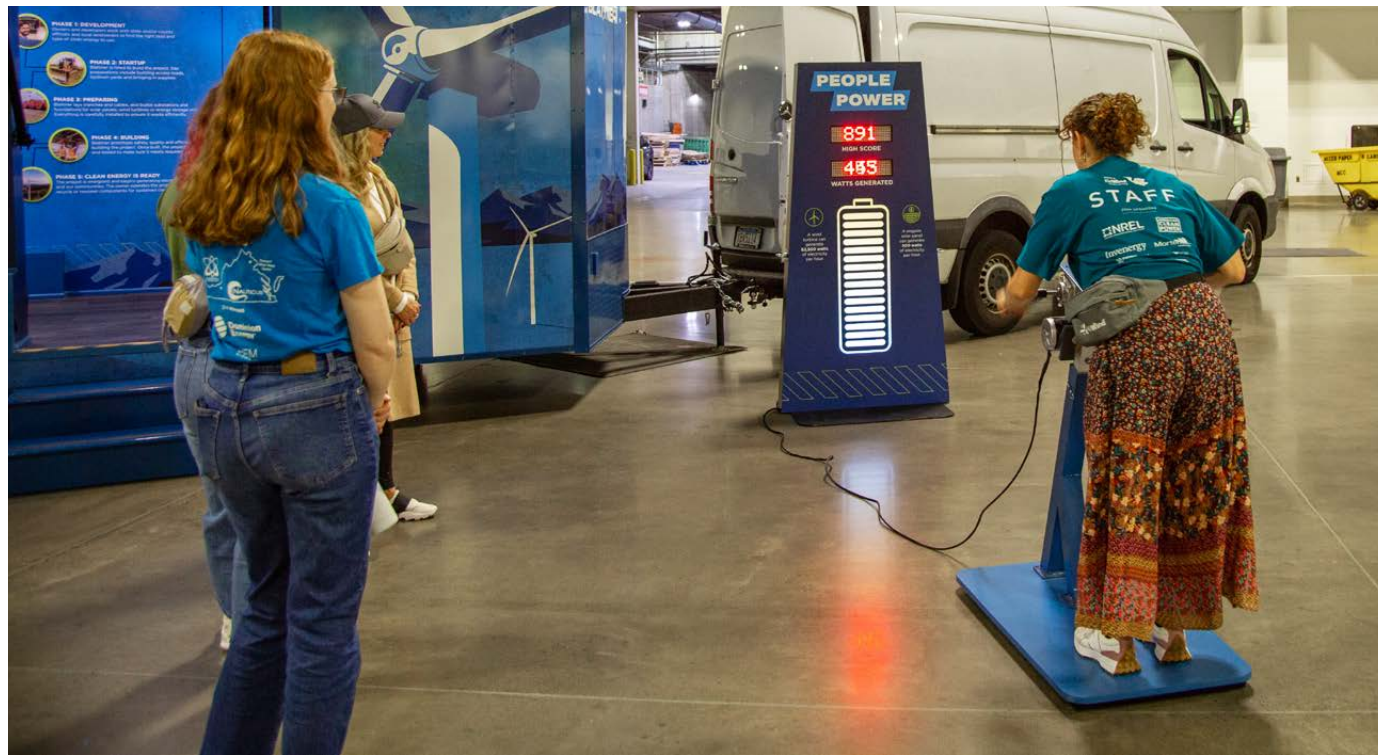
The need for workers in the skilled trades is growing every day, and I couldn't think of a better partner to introduce kids to opportunities in this type of work than the NHSRA. Ranch, farm, and rodeo kids are raised with passion, grit, and dedication to the hard work it takes to succeed in the trades.

IT IS OUR PRIVILEGE TO OFFER  
SCHOLARSHIPS THAT WILL  
GIVE THEM THE **NECESSARY**  
**SKILLS TO SUCCEED IN**  
**OUR INDUSTRY.**

REDGIE PROBST

Quanta Services





## Bringing Renewable Energy Education to Communities

Quanta operating company Blattner has taken its mission of renewable energy education on the road with the debut of a community trailer. The community trailer is a versatile educational tool designed to adapt to audiences at schools, trade shows, fairs, and other public events in an interactive and engaging way.



It showcases renewable energy technology and Blattner's role in building utility-scale projects across the U.S. Through interactive displays and videos, renewable energy construction comes to life, showing how Blattner builds wind, solar, and storage projects, the importance of energy storage, and how these systems power a cleaner future. Visitors are also introduced to the teams building the clean energy of the future today.

After providing our employees with a sneak peek of the trailer on Earth Day, the community trailer debuted at the American Clean Power Association's CLEANPOWER event in Minneapolis in May 2024. Blattner partnered with KidWind, an organization that helps students and teachers learn about renewable energy, to bring the trailer to the 2024 World KidWind Challenge event space.

The trailer was also brought to community organizations doing important work in student mentorship, community building, and career exploration. At the Southside Club of the Boys and Girls Club in St. Cloud, Minnesota, 60 students explored the world of renewable energy construction. The trailer was also taken to Summertime by George and Big Brothers Big Sisters at the St. Cloud Technical School, where students learned how to get involved in the renewable energy industry. From teaching younger children fun facts about wind and solar power to sparking interest in renewable energy careers among older students, the trailer has successfully brought the story of wind, solar, and energy storage construction to life.

# IN FOCUS

## TRANSFORMING HOMES & BUILDING COMMUNITIES: VOICES OF OUR VOLUNTEERS

Employees from a Quanta operating company recently devoted their volunteering time to Rebuilding Together, a prominent national nonprofit organization that ensures safe and healthy housing.

With over 40 years of experience, Rebuilding Together leverages the support of volunteers, corporate partners, and community groups to repair homes, revitalize neighborhoods, and rebuild lives. Each year, nearly 100,000 volunteers nationwide participate in approximately 10,000 rebuild projects, significantly impacting communities in need, improving living conditions, and fostering a sense of community and support among residents.



### Q What inspired you to get involved with Rebuilding Together?

**Gerald Sul:** I read an article on Rebuilding Together about volunteers repairing homes for the elderly and disabled, so I took the opportunity to help others with my coworkers.

### Q Can you describe what kind of work you did as a volunteer?

**Gina Davis:** The tasks vary with each location and the homeowner's needs. My tasks have involved painting, landscaping, repairing a dryer vent, and assisting in the demolition and installation of cabinets.

**Gerald Sul:** Many moons ago, I was a floor installer and used those skills to install floor tiles in the bedroom. The following year, we painted the home's exterior and did some landscaping.

### Q What have you learned from your experience?

**Gina Davis:** There are many good people in this world who truly care about helping those in need. Coming together with whatever background and experience you have is a gift in itself, and to be able to share your experience with and assist someone less fortunate is a pretty amazing thing.

**Gerald Sul:** Remember the good you have going on in your life and pay it forward.



## GIVING BACK TO OUR COMMUNITIES

Quanta has an active and vibrant network of volunteers, and we actively encourage our employees to contribute to causes that are important to them, their operating company, and their communities.

By leveraging their diverse skills and expertise and collaborating with schools, charities, and local organizations, we enable our employees to give back to the communities where they live and work. This is achieved through collaborations with schools and local organizations. Through these partnerships, we aim to foster a strong sense of purpose and strengthen the bonds between our employees and their communities.



### Making an Impact by Packing Meals for Seniors & Children in Need

Quanta operating company employees united to volunteer at Feed My Starving Children. The team split up among the warehouses to pack boxes of meals and scoop rice and soy to refill each meal packing station. During the session, 197 boxes were packed, which provided 42,552 meals to children in need. Volunteers also helped at an event with Caring for Friends by packaging meals for the Homebound Senior Meal Delivery Program and making sandwiches for the outreach team.



### Volunteering Time to Projects That Eliminate Waste & Protect Local Ecosystems

Employees helped support the New Smyrna Marine Turtle Conservancy by cleaning up New Smyrna Beach, working to maintain a safe environment for marine turtles as they entered nesting season.

Another group of employees volunteered for a day of mulching, planting, weeding, and trash pickup at Schuylkill Banks. The clean-up effort helped support the Schuylkill River Development Corporation, a nonprofit organization working with the City of Philadelphia to revitalize the Schuylkill River Banks and connect people and community neighborhoods.

Interns from a Quanta operating company helped support the Alliance for the Great Lakes by picking up over 22 pounds of trash. From plastic straws and bottle caps to metal cans, they worked diligently on a hot day to create a healthier environment for wildlife and protect the fresh and natural waters of the Great Lakes region.



### Empowering Future Innovators: Inspiring STEM Learning Through Electric Vehicle Racing

Quanta Technology Business Development Director Diana Prkacin recently volunteered at the Electrathon, an electric vehicle endurance racing competition that provides students with hands-on opportunities to learn about STEM principles as they design and build an electric vehicle for competition. The race featured local Miami-Dade County Public Schools students who designed and built their electric go-karts. The students then raced their karts at the Homestead-Miami Speedway.



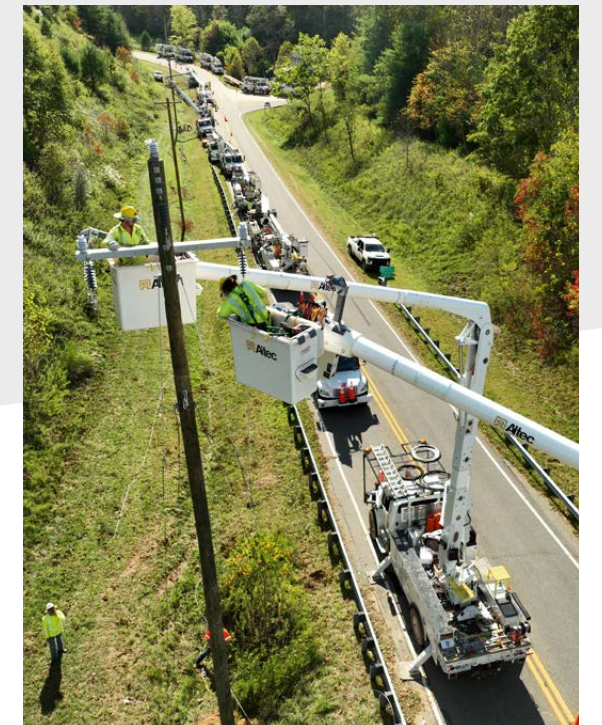
### Quanta Volunteers Help Nery's Promise Deliver Christmas Joy

A Houston-based Quanta operating company organized a volunteer day for employees to donate toys and help wrap gifts for Nery's Promise, a nonprofit organization that offers children a safe and nurturing environment to learn and thrive. With the volunteers' help, Nery's Promise provided an estimated 900 Christmas gifts to children in need in Richmond, Texas.



## QUANTA CARES: TAKING CARE OF OUR OWN IN A CRISIS

Quanta Cares was established in 2017 after Hurricane Harvey to help Quanta employees devastated by the storm. Since then, the fund has continued to grow and assist employees affected by disasters with living and recovery expenses such as food, clothing, utilities, temporary housing, and property repairs. In 2024, the Quanta Cares fund was used to help Quanta families affected by Hurricanes Helene and Milton and wildfires in California.







LIVE  
PWRFULLY

## LIVE PWRFULLY: A COMPREHENSIVE WELLNESS INITIATIVE

The Quanta LIVE PWRFULLY program is a comprehensive wellness initiative that promotes its employees' physical, mental, financial, social, and community health.

The initiative benefits employees and enhances the company's overall productivity and success. Quanta's commitment to employee well-being through the LIVE PWRFULLY program has resulted in consistent recognition as one of the Healthiest 100 Workplaces in America. In addition, Quanta offers employees long-term incentives, which may include stock options or restricted stock units, as well as flexible hours and working-from-home arrangements in some instances. The company also provides short-term disability and maternity and paternity leave at no cost to employees. Quanta also offers variable compensation tied to individual performance, which may include deferred cash bonuses, stock options, or restricted stock units, including for employees more than two management levels removed from the CEO.

### Physical Health

**Step Challenges:** Quanta operating companies participate in team-based step challenges to encourage regular physical activity and foster a sense of camaraderie.

**Fitness Classes:** The program includes various fitness sessions such as yoga, aerobics, and strength training.

### Financial Health

**Financial Planning Workshops:** Employees receive guidance on managing their finances, including budgeting, saving, and investing.



### Mental Health

**Mental Health First Aid Training:** This training helps employees identify and respond to mental health issues, reducing stigma and promoting a supportive environment.

**Counseling Services:** Access to counseling and stress management workshops is provided to support employees' mental well-being.

### Social Health

**Community Engagement:** The program encourages participation in community events and volunteer activities, fostering a sense of social responsibility and connection.

### Community Health

**Health Screenings & Vaccinations:** Regular health check-ups and vaccinations are offered to ensure employees' physical health is monitored and maintained.

At Quanta, people are a core value. We understand no two people have the same physical, mental, or financial challenges, so we stretch beyond the traditional wellness offerings by

## CUSTOMIZING PROGRAMS TO MEET EACH INDIVIDUAL'S NEEDS AND COMMITMENT LEVEL.

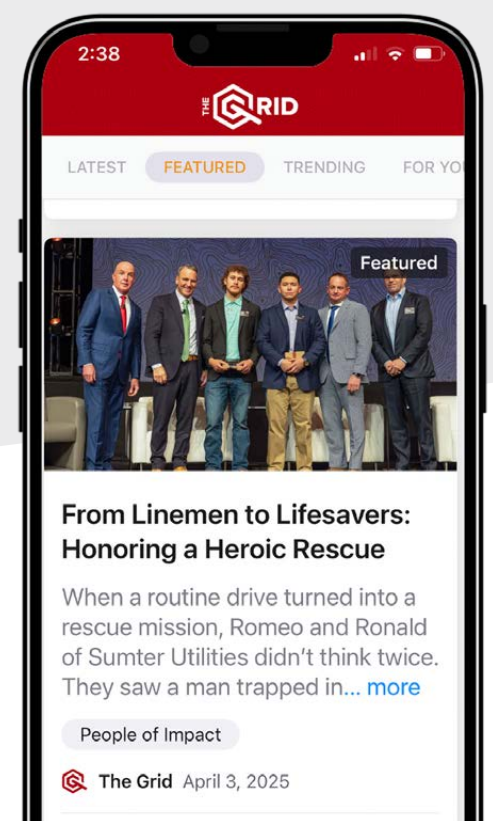
**EARL C. "DUKE" AUSTIN, JR.**

President & CEO, Quanta Services

## THERE'S AN APP FOR THAT: INTRODUCING THE GRID

To tackle the challenge of communicating consistently and effectively across an organization with more than 58,000 people, Quanta introduced a new employee engagement tool in August 2024: The Grid. The Grid is Quanta's custom mobile app that keeps employees informed and connected across the organization and its operating companies. By streamlining communication, personalizing content, and serving as a structured framework for employee engagement and feedback, The Grid fosters collaboration, innovation, and the sharing of ideas.

While The Grid unites all Quanta employees—whether in the field or the office—each operating company can tailor communications to its own team. Content is organized by topic for easy navigation, with shortcuts offering quick access to frequently used links. Targeted communication is achieved through audience segmentation, and employees can customize their experience by following topics that matter most to them.





# IN FOCUS

## EXCELLENCE IN MENTAL HEALTH TRAINING & ADVOCACY IN CONSTRUCTION

A Quanta operating company employee was awarded the Quanta Services Commitment Coin and VitalCog's 2024 Mental Health Champion Award by the Helen and Arthur E. Johnson Depression Center for facilitating the most VitalCog in Construction training in 2023.



**V**italCog trains organizations to proactively address the early warning signs of suicide in the workplace. Scott Celello trained an incredible 496 employees during 28 training sessions throughout 2023. In further recognition of his work, Scott was invited to present the VitalCog Mental Health Awareness Suicide Prevention training to the Michigan Sheriff's Association New Sheriffs' Leadership Institute and the safety capstone and construction management classes at the University of Wisconsin-Platteville.

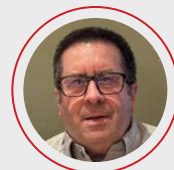
In 2024, Quanta was proud to sponsor its first annual Mental Health Awareness event, supporting suicide prevention and mental well-being. Supporting the American Foundation for Suicide Prevention, all employees were encouraged to walk a mile to raise awareness and funds for suicide prevention. These walks bring together communities to support those affected by suicide and to promote mental health awareness.

When our mental health program was kicking off, I thought I could take some of my personal experiences with mental health to help make a difference to the individuals we are training. The VitalCog program helps bring awareness and allows individuals to reach out and help each other. Keeping our employees in good mental health benefits not only the person but also our company and the wider community.

IT'S VERY FULFILLING TO KNOW YOU  
ARE **MAKING A DIFFERENCE IN**  
EVEN ONE PERSON'S LIFE.

**SCOTT CELELLO**

Field DOT Coordinator



## WORKING COLLABORATIVELY WITH INDIGENOUS PEOPLES & FIRST NATIONS COMMUNITIES

Quanta operating companies remain deeply committed to engaging with First Nations communities, implementing comprehensive strategies designed to build and strengthen relationships, foster mutual respect, and leverage shared opportunities for growth and development.

**B**y prioritizing these initiatives, Quanta aims to create a more inclusive and collaborative environment that benefits both the company and the communities it serves. Through ongoing efforts, Quanta continues to support and uplift First Nations communities, ensuring their contributions and perspectives are valued and integrated into all aspects of the company's operations. We aim to increase First Nations supplier diversity for improved economic and social outcomes. By enhancing engagement between projects and communities, we provide opportunities and improve outcomes for First Nations peoples.

Quanta operating companies have developed action plans that enable strong partnerships with local and Indigenous communities, their members, and service providers across all our activities. Through cultural learning, these plans aim to increase understanding, value, and recognition of First Nations. This includes observing cultural protocols and building respect for and celebrating their histories and achievements.

## First Nations Engagement in Canada: Relationships Built on Respect, Openness & Fairness

Quanta operating companies have established strong partnerships and relationships with Indigenous communities across Canada. This commitment is driven by a dedication to creating employment opportunities, enhancing skills, and improving the economic conditions of the communities neighboring our projects.

Quanta operating companies' approach to First Nations engagement includes early and ongoing engagement and the implementation of business models that foster meaningful collaboration. Examples include subcontracting from Indigenous-owned companies, forming relationship agreements and joint ventures, and providing employment opportunities for First Nations individuals, including training and development. Quanta operating companies are committed to delivering value-added impacts like community support to ensure partner communities sustained growth and well-being.





A Quanta operating company engaged artist Chern'ee Sutton to commission artwork depicting the company's reconciliation journey. The artwork, which is hung in the reception of the head office, was printed on shirts given to all staff and turned into a decal for a meeting room privacy film.

## Supporting Initiatives That Empower Communities & Drive Meaningful Change in Canada

Since 2019, a Quanta operating company in Canada has supported the Community Appropriate Sustainable Energy Security (CASES) research initiative. Hosted by the University of Saskatchewan, the overarching goal of the CASES initiative is to reimagine energy security in northern and Indigenous communities by co-creating and brokering the knowledge, understanding, and capacity to design, implement, and manage renewable energy systems that support and enhance social and economic values.

The same operating company sponsors the Nation2Nation Events Terrace Forum. This pivotal platform allows First Nation leaders to collaborate with industry and government to spearhead Indigenous-led projects that resonate with their social, environmental, community, and cultural goals.

The operating company is also a corporate sponsor of the Gord Downie & Chanie Wenjack Fund, which aims to build cultural understanding and create a path toward reconciliation between Indigenous and non-Indigenous peoples. The fund's goal is to improve the lives of Indigenous people by building awareness, education, and connections between all peoples in Canada.

## Committed to Indigenous Engagement in Papua New Guinea

An Australian Quanta company operating in Papua New Guinea (PNG) is committed to fostering strong relationships with local communities, focusing on supporting Indigenous peoples. Central to the approach is the development of local talent and leadership, implementing strategies that facilitate the growth of local professionals in the workforce. The company has provided hands-on training and development opportunities for two PNG graduate engineers, including Institution of Engineers Papua New Guinea membership and supporting one of these engineers in completing a postgraduate degree at the University of Queensland. The operating company also offers accredited



training that includes management, leadership, human resource management, and safety-related topics such as crane operation and dangerous goods handling.

The operating company prioritizes collaborating with PNG vendors and suppliers, ensuring they meet the required technical standards and offer commercially competitive services. By fostering long-term relationships with community stakeholders, this approach creates significant opportunities for local businesses to expand their capabilities, improve their service offerings, and increase the economic growth and sustainability of the broader PNG community.

## Collaborating With Aboriginal & Torres Strait Islander-Owned Businesses in Australia to Enhance Social Outcomes

By embedding cultural heritage, protocols, awareness, and respect, Quanta Services Australia aims to identify, communicate, and enhance meaningful relationships with First Nations

personnel, stakeholders, and vendors. Our strategy includes collaborating with First Nations-owned labor hire groups and engaging with opportunities for First Nations enterprises to secure work that ensures Indigenous people receive the best employment opportunities possible.

Quanta Services Australia's Indigenous Inclusion Frameworks guide our efforts to build relationships and deepen our understanding of Aboriginal and Torres Strait Islander cultures. These frameworks enable us to engage more effectively within our communities and reinforce our commitment to being an employer of choice. To support the ongoing implementation of Indigenous Inclusion, we have established a Reconciliation Action Plan (RAP) Working Group with participation from senior leadership, People and Culture, and the broader employee base. The RAP includes an Indigenous Inclusions Framework (IIF), a strategic framework that addresses beneficial Indigenous engagements, fosters lasting community relationships, and builds future associations characterized by mutual respect and understanding.

## FOSTERING RESPECT & COLLABORATION: A COMMITMENT TO TRADITIONAL OWNERS IN THE NORTHERN GAS INTERCONNECT PIPELINE PROJECT

While constructing the 360-mile-long Northern Gas Interconnect (NGI) pipeline project in Western Australia, a Quanta Services Australia operating company worked closely with Traditional Owners through whose country the pipeline passed. Along the way, to ensure the appropriate protection and recognition of cultural heritage material and places, the operating company worked with Southern Yamatji, Mullewa Wadjari, Wadjari Yamatji, Widi Mob, Badimia, Badimaya Baran Guda, Wutha, and Darlot peoples. Passage through the land was recognized through a message stick offering to each group, acknowledging the country and its commitment to respecting those relationships.





# COMMITMENT

OUR COMMITMENT  
TO PLANET

# TO PLANET



**MY STORY:** After completing military service and a career in the marine industry, I started in the power industry as an electrical apprentice. In 2008, I joined Quanta Services Australia as a Project Manager, progressing through roles like Construction Manager and Regional Manager. I've also focused on building teams, developing people, and establishing client relationships.

**CHALLENGE THE NORM,  
ASK 'WHAT ELSE?' DO IT NOW  
AND DO IT WELL.**

**LLOYD BENTLEY**

Manager, Quanta Services Australia

## IN THIS SECTION

**92** Forging & Advancing  
Partnerships for Decarbonization

**102** Environmental & Circular Economy Management:  
Restoring & Protecting



FORGING & ADVANCING

# PARTNERSHIPS FOR DECARBONIZATION

**A**chieving sustainability requires innovation and collaboration to reduce our carbon-intensive activities, such as those in our vehicle fleet, and to help our customers achieve their own energy transition ambitions. We also leverage our financial resources to strategically invest in companies working to deliver meaningful greenhouse gas emissions reductions across the energy and construction industry value chain.



Every day, Quanta does much more than support our customers in meeting their own energy transition goals. We are actively driving change by developing innovative products, services, and technologies that reduce greenhouse gas (GHG) emissions. We are also making strategic investments in emerging companies that offer scalable solutions with measurable environmental impact. These investments will enable us to participate in decarbonization across the entire energy delivery value chain while fostering innovation that benefits both our customers and the broader industry.

At the same time, we recognize that building low-carbon infrastructure often begins with carbon-intensive activities. The construction of renewable energy systems, transmission systems, and other sustainable assets typically depends on the use of heavy-duty vehicles, trucks, and specialized equipment powered by diesel or gasoline, often in remote locations. These machines are essential for transporting materials, preparing land, and installing large-scale infrastructure, but they also produce emissions. That's why we are focused on improving the efficiency of our fleet and adopting lower-emission alternatives, making the path to decarbonization itself more sustainable.

## HOW QUANTA DRIVES CARBON REDUCTION

### Decarbonizing

As our business grows, we aim to enhance operational efficiency by investing in solutions that improve fleet efficiency, including expanding our portfolio of low-emission vehicles.

### Collaborating

Quanta works closely with its customers to implement more efficient, lower-carbon solutions that facilitate carbon reduction and other environmental benefits.

### Investing

Through strategic investments, Quanta supports scaling sustainable solutions that contribute to lower carbon emissions throughout the industry.

### Innovating

By pioneering new technologies, we are developing products that promote sustainability and environmental responsibility.



## COLLABORATING

**W**e work closely with our customers to facilitate carbon emissions reductions across the value chain, supporting our overall strategy.



### Installing SF<sub>6</sub>-Free Solutions for Sustainable Power Grids

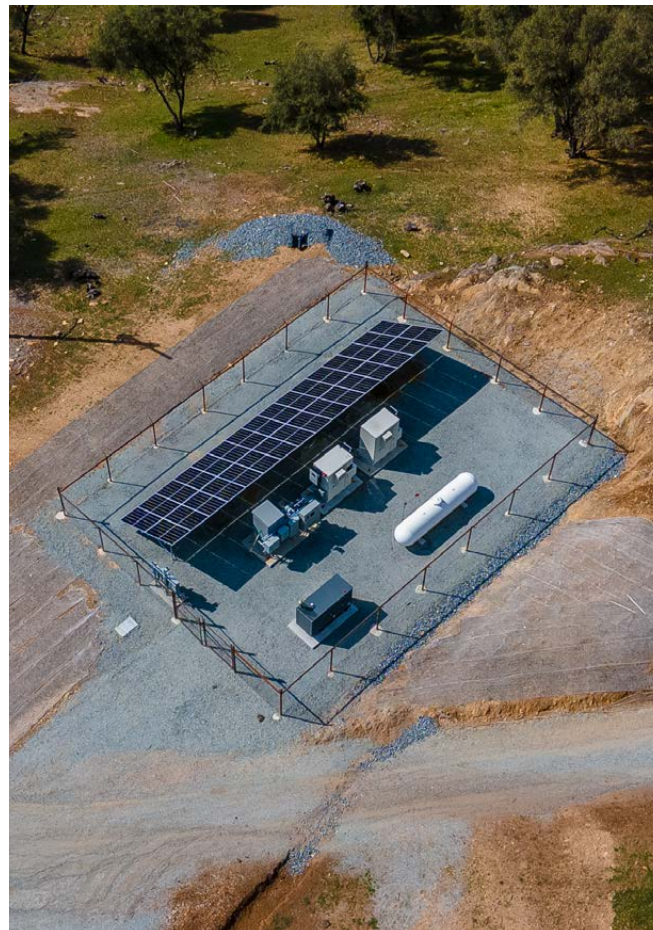
A Quanta operating company is partnering with Hitachi Energy to deploy advanced switchgear technology designed to reduce emissions of sulfur hexafluoride (SF<sub>6</sub>), a highly potent greenhouse gas. SF<sub>6</sub> has been widely used in the electrical sector for nearly 50 years because of its excellent insulating and arc-quenching properties. However, its environmental impact is significant, with a global warming potential 23,500 times greater than carbon dioxide and an atmospheric lifetime exceeding 1,000 years.<sup>1</sup> The new technology supports utilities in transitioning away from SF<sub>6</sub> by enabling upgrades, retrofits, or new installations without significant infrastructure changes and with minimal retraining requirements.

<sup>1</sup> ghgprotocol.org/sites/default/files/Global-Warming-Potential-Values%20%28Feb%2016%202016%29\_1.pdf

### Building Microgrids: Enhancing Resilience & Sustainability in Energy Systems

A Quanta operating company is working with a customer to design and build remote grids, also known as remote microgrids, for their customers. Remote grids are stand-alone energy systems that provide power to less-populated areas with a high risk of wildfires. They are installed on private properties and operate independently from the larger electric grid. Remote grids combine solar panels, batteries, and generators to provide electricity and can also include energy efficiency upgrades to the property, reducing the likelihood of power outages.

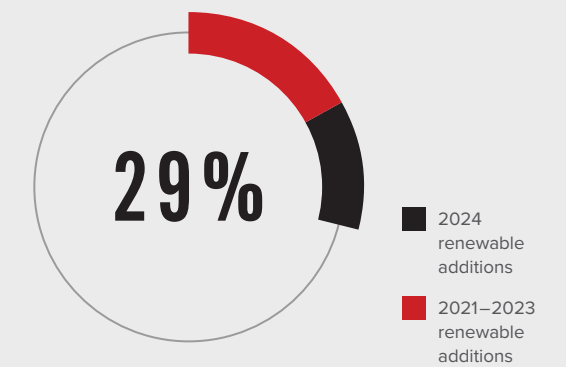
Remote grids can significantly reduce wildfire risk by eliminating overhead power lines and electric poles. They improve reliability by providing a dependable, low-carbon local energy source, helping to avoid public safety shutoffs and ensuring customers have safe access to power. Additionally, remote grids can offer significant environmental benefits, typically being powered by at least 70% of renewable energy sources.



## 2024 OUR CLIMATE GOALS: PROGRESS

### INSTALL AT LEAST 100 GW OF RENEWABLE ENERGY CAPACITY BY 2035 OR EARLIER

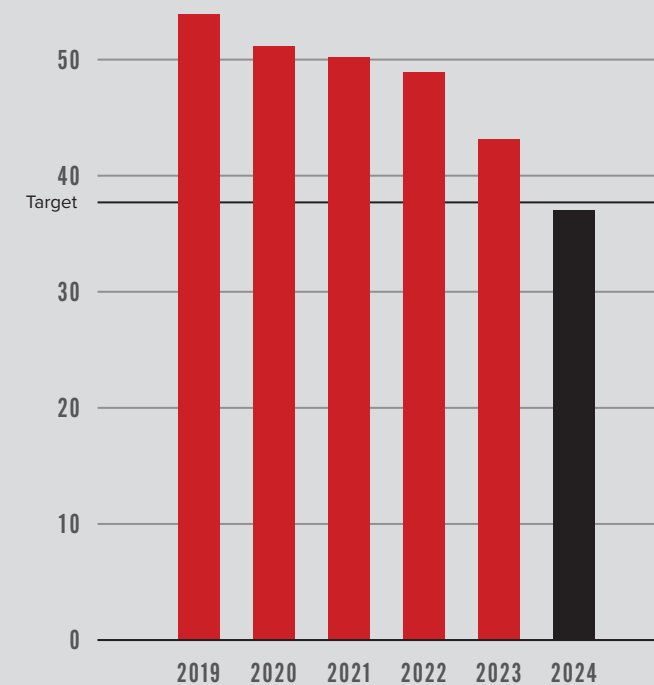
Cumulative installed



- In 2024, Quanta added **12 GW of utility-scale renewable capacity** (wind, solar, battery energy storage systems, and EV charging).
- This represents approximately **25% of all U.S. utility-scale renewable additions** in 2024.<sup>2</sup>

<sup>2</sup> eia.gov/todayinenergy/detail.php?id=64586

### REDUCE OUR SCOPE 1 CO<sub>2</sub> EMISSIONS INTENSITY (G CO<sub>2</sub>/USD REVENUE) BY AT LEAST 30% BY 2040



- Driven by a change in business mix, we met our Scope 1 CO<sub>2</sub> intensity target **ahead of schedule**.
- We are currently evaluating **alternative Scope 1 targets** to build on our progress.

### SOURCE RENEWABLE ENERGY EQUIVALENT TO 100% OF OUR FACILITIES' TOTAL ELECTRICITY CONSUMPTION

Applicable to Quanta North American operations only



For the second consecutive year, we **sourced Renewable Energy Certificates (RECs)** to offset our electricity consumption.



## Working With Customers to Advance Low-Carbon Fuels

A Quanta operating company in Australia has signed a Construction Engineering Services Agreement with Allied Green Ammonia (AGA) for a hydrogen pipeline at its green ammonia facility in the Gove Peninsula, Northern Territory. AGA is developing one of the world's largest green hydrogen and ammonia facilities, which is expected to produce sustainably sourced ammonia fuel, helping Australia meet its net-zero commitments. The proposed facility is expected to make a significant contribution to the local and national economy, potentially generating billions of dollars in revenue and creating thousands of direct and indirect employment opportunities.



## DRIVING EFFICIENCY WITH HVDC

Quanta operating companies are collaborating with Hitachi to install HVDC Light® technology, known for efficiently transmitting large amounts of power over long distances. This is especially valuable for integrating renewable sources like wind farms into the grid. The system's voltage source converter enables precise control and reduces transmission losses. A life-cycle assessment showed HVDC Light® cuts conversion losses by nearly two-thirds compared to older systems and significantly reduces the environmental impact of station construction materials.<sup>3</sup>

Quanta Technology is also partnering with the Paul B. Jacob High Voltage Laboratory at Mississippi State University—the largest university-operated facility of its kind in North America—to test HVDC equipment. The lab supports research, evaluation, and education in high-voltage applications, while maintaining confidentiality. This collaboration helps integrate advanced protection, control, and monitoring solutions for Quanta's utility customers, improving reliability and reducing costs.

# 67%

reduction of CO<sub>2</sub>e by HVDC Light® compared to previous generations

<sup>3</sup> [hitachienergy.com/us/en/products-and-solutions/hvdc/hvdc-light-life-cycle-assessment](https://hitachienergy.com/us/en/products-and-solutions/hvdc/hvdc-light-life-cycle-assessment)



# IN FOCUS

## UC BERKELEY GATEWAY: BUILDING A PREMIER DESTINATION FOR COMPUTING & DATA SCIENCE WITH SUSTAINABLE EXCELLENCE

Quanta operating company Cupertino Electric (CEI) is the electrical contractor for the UC Berkeley Gateway building, a premier destination hub for the University of California, Berkeley's College of Computing, Data Science, and Society in Berkeley, California.

**T**his new ground-up project is the first new college at UC Berkeley in 50 years and will house approximately 1,325 faculty, students, researchers, and staff across one basement level and five above-grade floors. The 380,000-square-foot project is currently on track for LEED Gold certification, with the potential to achieve Platinum certification.



The Gateway: Project Rendering. Image Credit: Weiss/Manfredi



The Gateway: Project Rendering. Image Credit: Weiss/Manfredi

As the electrical contractor, CEI will deliver a comprehensive electrical buildout, including power, lighting, and low-voltage raceways. Their scope of work encompasses the installation of medium-voltage cables running from the university's existing substation through the underground infrastructure, including three-way medium-voltage selector switches and two double-ended substations. Additionally, they will install 480V and 120/208V infrastructure throughout the building, a 400 kW genset, and three transfer switches. CEI will also handle all conduit infrastructure for security, communications, and full life safety systems, including fire alarms, emergency responder radio communications systems, and two-way communications.

The building features large lecture halls, event spaces, specialized lighting, and power systems designed by CEI. The facility also includes robotics and drone laboratories, including a wiremold surface raceway and overhead power and data service columns that CEI will install. CEI is also assisting with the construction of two small data centers/computer rooms within the building for heavy artificial intelligence (AI) computing. The lighting design is being carried out by a high-end designer specializing in museums and theatrical lighting for performance spaces. It creates complexities and challenges for CEI due to its numerous light coves, directional spotlights, sconces, and other architecturally interesting features.

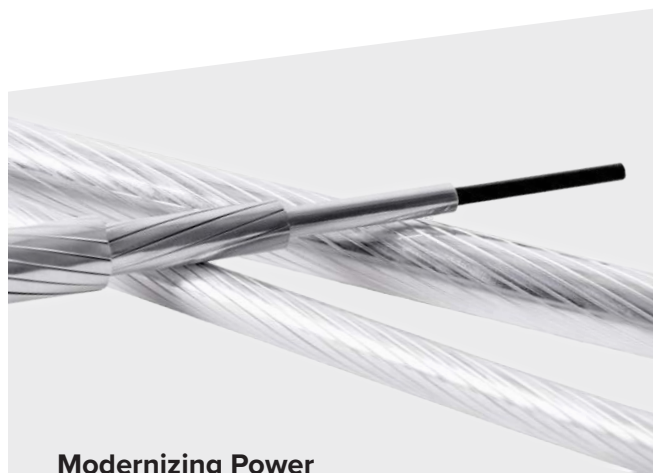


## INVESTING

**T**hrough strategic investments, Quanta is helping scale solutions across the power delivery industry that advance sustainable technologies and services.

### Investing in Next-Gen Solar & Long-Duration Energy Storage Solutions

Quanta has joined other leading energy venture funds by investing in RayGen, an Australian company pioneering innovative solar power and long-duration energy storage solutions. This partnership supports Quanta's commitment to advancing renewable infrastructure by backing RayGen's unique photovoltaic-plus-thermal hydro storage technology, which offers scalable, low-cost, and zero-emissions energy for grid stability.



### Modernizing Power Grids: Next-Generation Advanced Conductors

Quanta recently invested in TS Conductor, a leading manufacturer of advanced conductors that provide two to three times the ampacity compared with other leading conductors. TS Conductor's AECC technology utilizes a pre-tensioned carbon fiber core protected by a thick aluminum encapsulation, delivering high performance and durability without compromising safety and reliability while optimizing electrical conductivity and reducing energy loss.



### Accelerating Decarbonization: Leveraging Strategic Networks & Scalable Solutions

Quanta also invested as a limited partner in two private equity funds alongside multiple large utility customers. These funds accelerate clean energy adoption by leveraging an extensive network of strategic partners, aiming to decarbonize the world's largest carbon-emitting sources with highly scalable solutions. In addition to investment portfolio optimization, Quanta's investment facilitates knowledge sharing via due diligence

memos and industry reports, enhancing networking and co-investment opportunities.

Quanta is also a stakeholder in the Houston HX Venture Fund, established by the Greater Houston Partnership's Innovation Roundtable, Mayor Turner's Innovation and Technology Task Force, and the Houston Technology Center. The fund aims to develop an innovation district in Houston, attract talent to the area, and enhance Houston's reputation as a dynamic and innovative hub where startups can flourish.

### Our Strategic Investment in AI-Driven Energy Solutions

Quanta recently became a strategic investor of eSmart Systems, a leading provider of AI-powered solutions for inspecting and maintaining critical infrastructure. The demand for high-quality asset data is growing rapidly, underpinned by numerous challenges to the grid, such as aging infrastructure, increasing energy consumption, and more frequent extreme weather events. eSmart Systems has developed the Grid Vision® portfolio, which provides a data-driven and condition-based approach to infrastructure inspections and supports utilities to reduce inspection costs, improve inspection safety, improve asset data quality, and prolong asset life. With Quanta becoming a strategic investor in eSmart Systems, the two companies aim to collaborate on virtual inspection and grid digitalization services in the North American market.

We continue to focus on providing our customers with the best solutions the market offers. By pairing eSmart Systems' leading technology for virtual inspections with Quanta's aviation, field force, and program management capabilities,

QUANTA WILL BE ABLE TO BOTH IDENTIFY AND RESOLVE POTENTIAL PROBLEMS **BEFORE THEY RESULT IN OUTAGES.**

### ANDREW SCHWAITZBERG

Senior Vice President,  
Corporate Development,  
Quanta Services





# IN FOCUS

## FORGING A LOWER-CARBON FUTURE: QUANTA'S STRATEGIC INVESTMENT IN HYBAR'S LOW-CARBON STEEL INNOVATION

In 2024, Quanta made a strategic investment in Hybar, a cutting-edge, low-carbon scrap metal recycling and rebar steel production facility under construction in Osceola, Arkansas. Commissioned in mid-2025, this investment provides Quanta with access to low-carbon rebar, helping to drive the development of clean rebar in the market.

The Hybar facility is designed to produce 630,000 tons of rebar annually and utilizes a direct connection to a nearby behind-the-meter solar installation. This first-of-its-kind configuration for North America enables exclusive steel production using 100% solar energy when the sun is shining. Additionally, the plant utilizes advanced Continuous Minimill Technology from SMS group, which is expected to result in a 35% lower carbon footprint compared to conventional steel production.



Steel production is traditionally carbon-intensive due to energy-intensive primary steel production processes, currently accounting for 7% to 9% of global CO<sub>2</sub> emissions.<sup>4</sup> Today, approximately 70% of steel is produced with a carbon intensity of 1.7 to 2 tons of CO<sub>2</sub> per ton of steel via integrated mills. These mills consist of a blast furnace, where coking coal, iron ore, and limestone are combined to produce pig iron, and a basic oxygen furnace, where oxygen is used to remove carbon from the iron to create steel. Hybar's technology involves scrap-based renewable electric arc furnace production that is today's cleanest economically viable steel production method.

<sup>4</sup> [iea.blob.core.windows.net/assets/6633c3f9-2fdc-473b-a472-e2e91cba85ba/BreakthroughAgendaReport2024.pdf](https://iea.blob.core.windows.net/assets/6633c3f9-2fdc-473b-a472-e2e91cba85ba/BreakthroughAgendaReport2024.pdf)



## INNOVATING

Quanta operating companies are at the forefront of new technologies that advance sustainability and reduce carbon emissions.

# 1



### Innovative Mobile Battery System Powers High-Voltage Lines With Clean Energy

Innoversa Mobile Solutions' modular and transportable battery energy storage system was recently deployed to energize 69 kV and 345 kV lines at the Lazy Q facility. The PS-MATESS unit significantly reduces reliance on diesel generators by providing continuous, around-the-clock power to high-voltage lines.

Unlike traditional black start systems that depend on diesel generators or fossil-fuel turbines, PS-MATESS delivers a clean, quiet, reduced-carbon, and cost-effective solution. Its rapid deployment and ability to restart power systems independently of external sources offer critical reliability, enhanced grid stability, and substantial cost savings for utilities and operators.



### Displacing Diesel & Increasing Safety on Job Sites

Quanta's operating company, Sherman+Reilly, has developed electric drivetrain versions of line-stringing equipment. These machines serve as alternatives to diesel-powered machines, offering reduced emissions and noise while enhancing communication and safety on job sites. The product line is also designed with a right-sized battery and a California Air Resources Board-approved onboard rapid recharger, supporting multiday use and job site exceptions.



### Retrofitting Concrete Mixers for Greater Efficiency & Reduced Emissions

A Quanta operating company has adapted on-road concrete mixer trucks for use in both on-road and off-road applications. By retrofitting these trucks with a specialized track system, they have been transformed into versatile vehicles capable of navigating harsh off-road environments while maintaining highway speeds. Using a single truck type for diverse operational needs streamlines logistics, reduces reliance on less efficient single-purpose off-road mixers, and significantly lowers carbon emissions per unit of concrete poured.

# 2

# 3



ENVIRONMENTAL & CIRCULAR  
ECONOMY MANAGEMENT:

# RESTORING & PROTECTING

**A**t Quanta, we strive to collaborate with our customers to deliver projects that minimize environmental impact. We aim to gain insights into the biodiversity present in our specific project locations and utilize this information to strategically implement targeted protection, management, and enhancement initiatives, ensuring that our activities are both sustainable and beneficial for the natural ecosystems in which we work.



## PROTECTING ECOSYSTEMS THROUGH RESPONSIBLE PROJECT EXECUTION

We understand the vital importance of biodiversity—not only for maintaining healthy ecosystems, but also for supporting the overall well-being of the communities in which we work. That’s why we make responsible environmental practices a priority in every project we take on. It goes beyond just meeting regulations—it’s also about earning trust, supporting local communities, and doing our part to protect the natural world.

Working closely with our customers, we take a thoughtful, risk-based approach to managing the environmental impact of our projects. This might involve restoring habitats by replanting native species or participating in local conservation efforts and environmental research. These actions help us reduce our footprint and, when possible, leave ecosystems in better shape than we found them.

Long before a project wraps up, we’re already thinking about how to restore and revitalize the surrounding environment. Our goal is always to create a positive impact—by helping natural systems bounce back and thrive. We aim to leave behind more than just a complete project; we want to leave behind healthier ecosystems and stronger communities.

At Quanta, we view our projects as opportunities to strengthen support for healthier ecosystems. Responsible environmental practices aren’t just a requirement—

THEY’RE A REFLECTION OF  
**OUR COMMITMENT TO THE  
COMMUNITIES WE SERVE.**

**DEREK CARSON**

Senior Director, Health Environment & Quality, Quanta Services

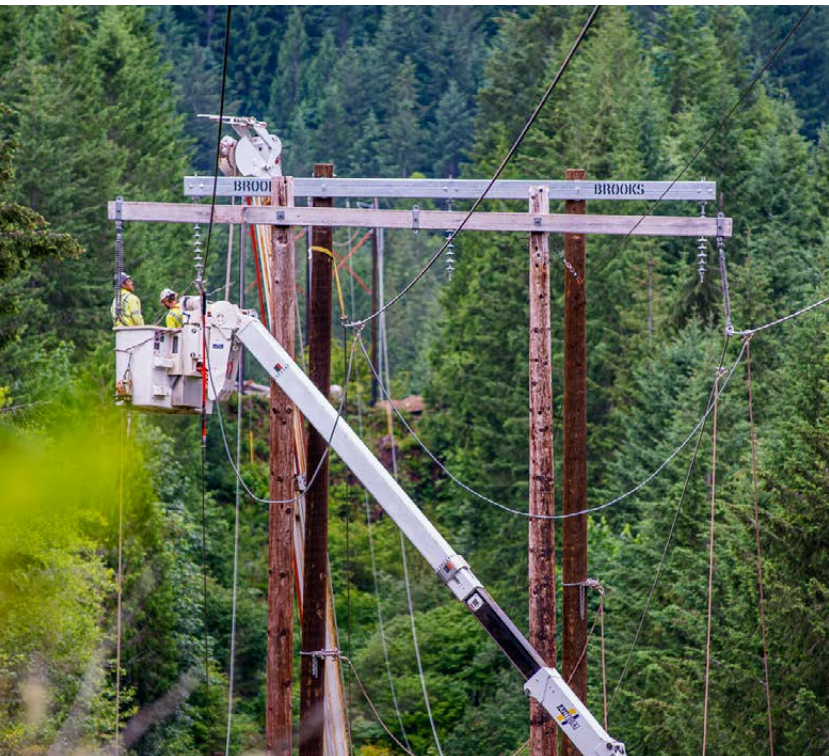


## Protecting Biodiversity: Wildfire Mitigation & Fire-Resistant Wrappers on a Transmission Line Upgrade

A Quanta operating company recently completed a critical upgrade to a transmission line to help mitigate wildfire risks, replacing 38 structures and 94 poles over an 8.5-mile stretch. The structure-specific access routes in environmentally sensitive areas required specialized tracked equipment to minimize impact. Two of the structures were completely inaccessible by ground, requiring the assistance of a Quanta Aviation helicopter to fly in nine poles.

As part of the fire mitigation efforts, fire-resistant wrapping was installed on the new structures, enhancing their resilience against potential wildfires. The fiberglass mesh wrapping has an intumescent coating that expands and seals around the base of the wooden transmission pole when exposed to heat, creating an insulating barrier designed to prevent the poles from burning or losing strength during a fire.

The same Quanta operating company has also been installing spacer cable systems equipped with a conductor covering that are designed to withstand temporary contact with tree branches and other vegetation, thereby reducing outages and protecting wildlife from exposure to lethal currents.



## WILDFIRE RISK MANAGEMENT FOR ELECTRIC UTILITIES: A DATA-DRIVEN APPROACH TO MITIGATION & RESILIENCE

Utilities are facing increasing wildfire risks driven by changing climate patterns, aging infrastructure, and the expansion of wildland-urban interfaces. However, financial, operational, and regulatory constraints, along with limited access to weather and wildfire-related datasets, often make it difficult to establish an effective risk management strategy.

To address this challenge, Quanta Technology has developed a quantitative, simulation-based framework specifically tailored for electric utilities to assess and manage wildfire risk associated with power equipment. This framework has been implemented across North America in a range of climates, utilizing ignition probability models and fire-spread simulations to generate dynamic, weather-dependent heatmaps for high-risk areas under varying conditions. Through this framework, customers are provided with detailed use-case scenarios customized to their geographic service areas, a multi-objective decision tool to optimize wildfire mitigation investments, and advanced situational awareness solutions to enhance hazard detection and real-time monitoring capabilities.

Utilities can utilize these data-driven insights to make informed decisions and create actionable strategies for risk management and operational planning, taking into account their unique needs and environmental conditions.



## Quanta Aviation: The Largest Utility Aviation Fleet in the World Protecting Sensitive Ecosystems

Quanta Aviation Services (QAS) serves as the central hub for supporting Quanta's aviation operations, ensuring consistency and excellence by overseeing and standardizing work procedures, operational controls, and scheduling for both internal and external helicopter activities. QAS offers a comprehensive suite of aerial services, including aerial transmission, support for new build construction, advanced line inspections utilizing X-ray and infrared technology, line repair, marker ball installation, insulator washing, aerial tree trimming, and medium-to-heavy operations.

With a diverse fleet of over 100 aircraft and pilots logging more than 25,000 flight hours annually, QAS plays a critical role in ensuring safe, efficient, and reliable aerial operations across North America. The team emphasizes rigorous safety standards, advanced pilot training, and coordinated logistics to meet evolving utility needs while minimizing environmental and operational risks.



### WATCH

Explore how Quanta Aviation Services' fleet of utility aircraft navigates complex terrains to complete demanding projects.

### QUANTA AVIATION BY THE NUMBERS

64

total aircraft

23

different aircraft models

25,000+

annual flight hours

45+

different work methods





## Technological Advances for Environmental Compliance Monitoring

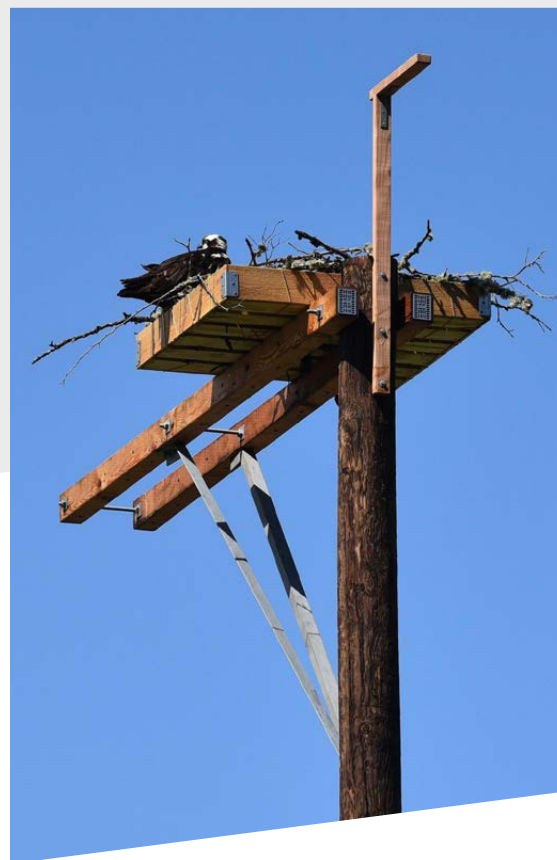
Quanta's environmental teams provide compliance monitoring for our construction projects, utilizing several technological innovations that facilitate ease of data sharing and prompt feedback to teams on potential issues that may require attention. The team provides customized data collection tools for sensitive resource features, such as bird nests. Information about which species occupy the nest and the appropriate avoidance buffers is uploaded in real-time and is accessible to field crews. It is also shown on a customized dashboard and web map. Quanta has also developed detailed dashboards and web maps to communicate the locations where erosion and sediment control measures have been inspected and whether any follow-up maintenance is required. These tools are critical when building very large projects, and inspection and maintenance crews need clear and consistent communication.

Quanta recognizes the importance of staying within the bounds of our authorized access and work areas, as granted for a project, and ensuring that sensitive resource areas, such as cultural sites, wetlands, and other biologically sensitive areas, are avoided. Quanta has developed a proof of concept for a geofence alert that notifies crews when they are approaching a sensitive resource area or an area where land rights have not been acquired. This technological tool is expected to provide immediate feedback in the field, helping our crews avoid these areas and adding another layer of protection to the existing technological and physical tools we use to protect resources from disturbance.

## Partnering to Protect Birds in the Pacific Northwest

Balancing wildlife protection with infrastructure needs is a constant challenge in the forests and urban landscapes of the Pacific Northwest. In partnership with a utility customer, a Quanta operating company has made significant strides in avian conservation since joining the customer's Avian Protection Program in 2013.

Established in the 1980s, the Avian Protection Program has evolved into a comprehensive initiative designed to minimize the impact of utility infrastructure on birds. It includes bird-friendly construction standards, collaboration with wildlife experts, and conservation measures for species like bald eagles and trumpeter swans. Key initiatives include constructing osprey nest platforms and installing thousands of bushing covers and wire guards, thereby reducing bird electrocutions, collisions, and power outages.



# IN FOCUS

## PRESERVING ARIZONA'S DESERT BEAUTY: COLLABORATING TO PRESERVE SAGUARO CACTI



### WATCH

Learn how Canacre (a Quanta Company), Pattern Energy, and local landowners are ensuring the preservation of Arizona's desert landscape.

SunZia Transmission is setting a benchmark in mitigation projects, including restoring thousands of acres of wildlife habitat and investing in cutting-edge technology and long-term conservation research.

The project involves installing, testing, and studying an innovative technology that utilizes UV light to illuminate transmission lines, thereby increasing visibility for large-bodied waterfowl. In partnership with the U.S. Fish & Wildlife Service, SunZia Transmission is supporting ongoing research on the flight behaviors of sandhill cranes.

A collaborative effort between landowners, a local saguaro farm, Pattern Energy, and Quanta Services has been instrumental in preserving Arizona's iconic desert landscape during the SunZia project. A major focus of this collaboration is the relocation of saguaro cacti that are affected by the construction of the SunZia Wind and Transmission project. Instead of removing these cacti, the team has worked together to relocate over 15,000 saguaros and agave plants throughout the project's area. This initiative not only safeguards these emblematic species but also maintains the ecological balance of the desert environment.

The towering saguaro cactus, native only to the Sonoran Desert, is a well-known symbol of Arizona and plays a vital role in the region's natural environment. While it isn't classified



as threatened or endangered, Arizona enforces strict laws to protect it from being removed, damaged, or destroyed.

The success of this endeavor is mainly due to the active participation of local landowners, who have provided valuable support and cooperation. Environmental consultants from a Quanta operating company have offered expertise in carefully handling and transplanting the cacti, ensuring their survival and continued growth. A local saguaro farm has also played a crucial role in this process, contributing resources and knowledge to facilitate the relocation efforts.

## WE'VE RELOCATED OVER 15,000 SAGUAROS AND AGAVE THROUGHOUT THE PROJECT'S FOOTPRINT.

I think what's really special about SunZia is the sheer magnitude of the effort going into a project like this.

### JUSTIN MONTEFALCON

Biologist, Canacre





## Using Drones Enhances Efficiency, Safety & Environmental Protection

By replacing manual inspections with aerial surveillance, Quanta companies utilize drones to enhance infrastructure inspections, damage assessments, and project planning, ensuring efficiency, safety, and minimal environmental impact. By enabling precise vegetation management around power lines and infrastructure, drones help prevent deforestation and reduce the need for invasive maintenance practices. This targeted approach minimizes habitat disruption, safeguards wildlife, and promotes healthier ecosystems while ensuring reliable service delivery.

With advanced sensors and high-resolution cameras, drones collect detailed data supporting predictive maintenance and early failure detection. Technologies like LiDAR and thermal imaging enable the creation of precise 3D models, the identification of hazards, and the measurement of critical variables, such as voltage and temperature. In emergencies, drones offer rapid access to remote areas, thereby improving response times and reducing outage durations.

Additional advancements in autonomous flight, AI-powered analytics, and extended battery life are likely to further expand the application of drone technology in the utility industry. By providing precise data collection and improved safety compared to manual methods, drones are poised to play a central role in maintaining infrastructure, optimizing operations, and driving innovation in the utility sector.

## Sustainable Construction Waste Practices

Quanta is committed to minimizing construction-related waste as part of a proactive and structured strategic approach embedded in project planning and execution. Waste management plans are integrated into the project design phase to ensure early consideration of material reuse and diversion strategies. Quanta collaborates closely with customers and contractors to recover and recycle excess construction materials, promoting circular practices across its operations. Field teams receive training in effective waste management techniques to reinforce these efforts on-site. To further standardize and scale its approach, Quanta has recently implemented a formal process for managing and recycling scrap and surplus materials from major projects. This includes a strategic partnership with one of the largest full-service scrap recyclers in the U.S., offering verified weight tracking, detailed reporting, and specialized utility-sector expertise. Recovered materials from Quanta job sites, such as copper wire, stainless steel, iron, and aluminum, are diverted from landfills and regularly returned to productive use through certified recycling channels.



## MAKING PROGRESS: ESTIMATING WATER SCARCITY AT OUR FACILITIES

This past year, Quanta has proactively managed water-related risks by mapping its facilities against the World Resources Institute's (WRI) Aqueduct Water Stress Index. This index offers high-resolution, customizable global maps of water risk, enabling companies to understand where and how water risks arise. By leveraging this tool, Quanta can identify facilities located in areas with high water stress, allowing us to evaluate targeted water management strategies and ensure sustainable operations. This initiative helps mitigate potential water-related disruptions and aligns with Quanta's commitment to environmental stewardship and sustainable growth.



# COMMITMENT

OUR COMMITMENT  
TO PRINCIPLES

# TO PRINCIPLES



**MY STORY:** I grew up in rural Massachusetts, had a really strong family structure, and was taught from a young age to work hard and put my full effort into what I was doing.

SELF-AWARENESS IS HUGE. TO BE AN EFFECTIVE LEADER, YOU HAVE TO BE ABLE TO INTERNALLY LOOK AT YOURSELF AND BE HONEST ABOUT **HOW YOU CAN BE BETTER FOR THE PEOPLE AROUND YOU.**

#### MARK SAVAGE

Journeyman Cable Splicer, Underground Medium Voltage Trainer, United States Marine Corps Veteran, and Underground Consultant

#### IN THIS SECTION

**112** Ethics & Integrity:  
Responsible Governance



ETHICS & INTEGRITY:

# RESPONSIBLE GOVERNANCE

**Q**uanta is built on a foundation of strong corporate governance, integrity, and ethical business practices. Our commitment to sustainable governance guides our operations, ensuring alignment with best practices and our core values. Through a robust ethics and compliance program, we uphold standards in human rights, business ethics, labor practices, health and safety, and environmental responsibility, enabling us to serve our customers and stakeholders ethically and effectively every day.



## QUANTA'S RISK GOVERNANCE FRAMEWORK

Quanta's Board of Directors oversees a comprehensive risk governance framework that aligns with the Company's long-term organizational goals. Quanta's enterprise risk management process, led by the Chief Executive Officer, General Counsel, Chief Financial Officer, and Chief Compliance Officer, ensures the Board has insight into identifying, evaluating, monitoring, and managing key Company risks and the strategies implemented to mitigate them. On a regular basis, each operating company's leadership identifies business-specific risks and outlines corresponding mitigation strategies. This ongoing process examines risks across the Company's operations, including operational, industry-specific, financial, reputational, legal, regulatory, and cybersecurity concerns.

As part of its oversight responsibilities, the Board monitors the risks faced by the Company and management's response strategies, and determines the appropriate level of risk for Quanta. While the enterprise-wide risk management assessment is formally reported to the Board annually, the Board continuously reviews and assesses risks throughout the year, engaging with management during Board and committee meetings. The discussions and insights from these interactions and the annual risk management assessment results guide the Company's risk-related disclosures in SEC filings and other public communications. For further details about the Board's role in risk oversight, refer to the [2025 Proxy Statement](#).

At Quanta Services, integrity counts. It's the bedrock of our corporate governance practices and

## THE CORNERSTONE FOR HOW WE LEAD, OPERATE, AND SERVE.

We're committed to acting with honesty, accountability, and transparency in everything we do, building a culture where ethical decision-making is expected and trust is earned.

**GARRETT CORNELISON**

Chief Compliance Officer



BOARD OF DIRECTORS



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



Warner L. Baxter  
Director



Doyle N. Beneby  
Chairman of the Board



Bernard Fried  
Director



Worthing F. Jackman  
Director



Holli C. Ladhani  
Director



Jo-ann M. dePass Olsovsky  
Director



R. Scott Rowe  
Director



Raúl J. Valentín  
Director



Martha B. Wyrsh  
Director

Quanta’s Board of Directors recognizes the critical importance of a repeatable and sustainable business strategy that creates long-term value for shareholders while benefiting all stakeholders. The Board is committed to sound corporate governance policies and practices that support responsible operations, sustained success, and long-term value creation.

While management leads the development and execution of Quanta’s sustainability strategy, our Board brings broad-ranging, cross-industry experience and plays a vital oversight role. The Board ensures that Quanta’s business strategy aligns with our sustainability priorities through regular reviews and active

dialogue with management. The Board receives comprehensive presentations and in-depth analyses on key focus areas, including cybersecurity, ethical business practices, emerging regulations, and other critical sustainability topics.

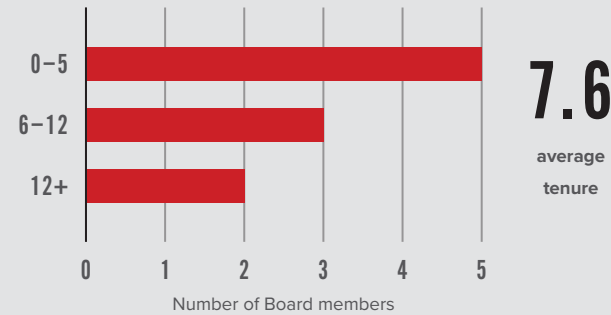
At Quanta, we understand that a wide range of backgrounds and experiences fuels success and enhances strong corporate governance. This diversity at our highest leadership levels—from the Board to the executive management team—reinforces our ability to develop policies and practices that resonate with our entire workforce and propel our growth objectives forward. Quanta’s Board comprises directors with broad-ranging experiences and various skills and backgrounds, including those related to sustainability.

Read more about the Board in our [2025 Proxy Statement](#).

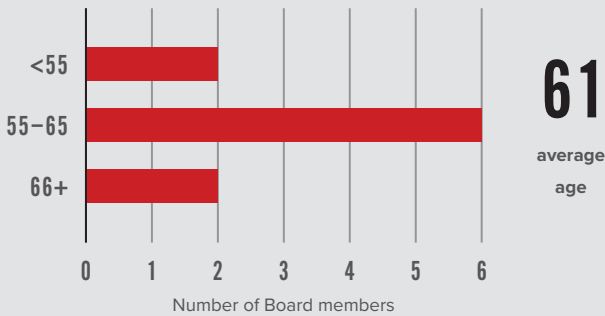
BOARD BY THE NUMBERS



TENURE (YEARS)\*



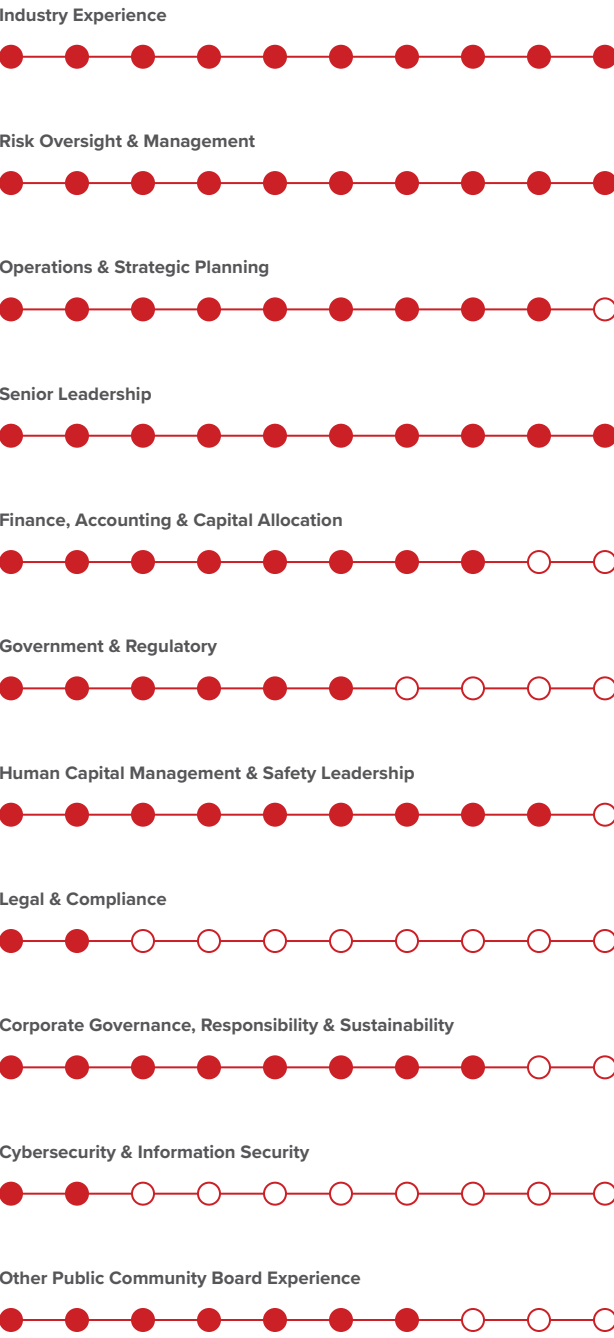
AGE\*



\* As of Quanta’s 2025 Annual Meeting of Stockholders

QUALIFICATIONS, SKILLS & EXPERIENCE

Our directors have an effective mix of backgrounds, knowledge, and skills. The table below provides a summary of certain collective competencies and attributes of the directors. The lack of an indicator for a particular item does not mean a director does not possess that skill or experience, and we look to each director to be knowledgeable in all of these areas. Rather, the indicator represents that the item is a core competency that a director brings to the Board. Our directors also have a wide range of additional skills and experience not mentioned, which can be found in the [2025 Proxy Statement](#).







## SUSTAINABILITY GOVERNANCE

The Company's Board, with support from various committees, oversees sustainability risks and strategies.

The executive management team, led by the CEO, addresses these risks and shapes the sustainability strategy. The Director of Sustainability, backed by advisory functions, is tasked with developing and implementing Quanta's sustainability program. Environmental and Social Steering Committees enhance governance frameworks by collaborating with internal teams, working groups, and departments such as investor relations, legal, and finance.

In 2024, Quanta's executive compensation program allocated 20% of the target annual cash incentive to safety performance goals and tied 10% of long-term equity incentives to driver safety objectives. These targets emphasize the Company's dedication to safety training while aligning with customer expectations.

## Sustainability Metrics: Tracking Our Progress

We are dedicated to advancing our sustainability program by implementing management systems and oversight mechanisms that enhance our ability to monitor progress, ensure transparency, and achieve continuous improvement.

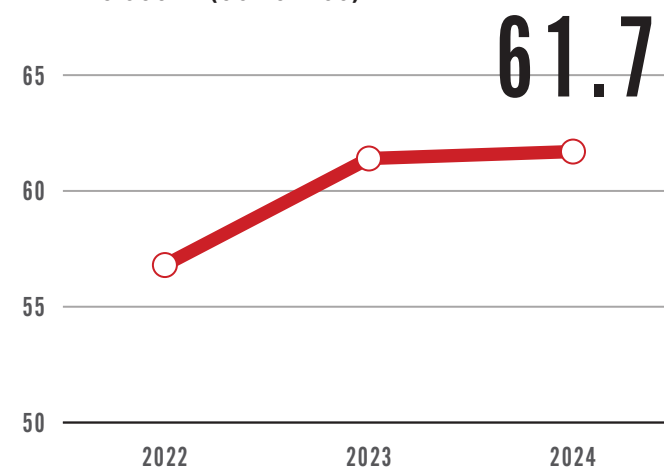
### Greenhouse Gas Emissions Verification

For the second year, we engaged an independent third party to conduct a limited assurance review of our Scope 1 and 2 greenhouse gas emissions inventories. This review followed the "ISO 14064-3: Greenhouse Gases | Part 3" specification standard. Quanta's Scope 1 and 2 assurance statement for fiscal year 2024 is publicly disclosed to promote greater transparency.<sup>1</sup>

### Operating Company Sustainability Scorecard

In 2024, we refined our sustainability scorecard system for each Quanta operating company to benchmark their sustainability performance. This framework addresses key sustainability issues specific to Quanta operating companies, enabling a deeper understanding of performance and facilitating discussions on areas of improvement. Key focus areas include facilities management, fleet operations, human resource development, health and wellness, safety, training, and environmental stewardship. Aggregating these results provides a company-wide average score that allows us to track our progress. In 2024, the aggregate sustainability scorecard score was 61.7, an 8.6% increase from our first year of measurement in 2022.

### AVERAGE OPERATING UNIT SUSTAINABILITY METRIC SCORE (OUT OF 100)



<sup>1</sup> See "Scope 1 and 2 GHG Emissions Verification Opinion Declaration" at [sustainability.quantaservices.com/metricsreports/](https://sustainability.quantaservices.com/metricsreports/).

## SUPPLY CHAIN & VENDOR RESPONSIBILITY

Quanta considers suppliers and vendors essential stakeholders and collaborates closely with them to maintain business operations while fostering positive social and environmental impacts.

These partnerships foster ethical practices and establish a robust, diverse, and resilient value chain founded on trust and shared values. To ensure alignment, Quanta has implemented policies and engagement strategies that define expectations to drive a collective positive impact. We are firmly committed to upholding responsible business practices and expect the same from suppliers and vendors with whom we do business. Our [Supplier Code of Conduct](#) outlines these expectations, including compliance with our health and safety expectations, alignment with our environmental priorities, and adherence to our ethics, compliance, and human rights standards. Any supplier or vendor that wishes to raise a concern related to our Supplier Code of Conduct can report the concern to Company representatives or utilize the Company's Ethics Helpline.



## Responsible Sourcing

Ensuring the responsible sourcing of materials is a core element of our supplier sustainability efforts. We are dedicated to avoiding knowingly purchasing raw materials, subassemblies, or supplies containing conflict minerals. Our approach to responsible sourcing includes supplier collaboration, comprehensive training, awareness programs, human capital management, and conflict minerals due diligence compliance initiatives. Additionally, we actively support industry efforts that enhance regulatory adherence, align with global standards, and meet industry and stakeholder expectations. Our [2024 Conflict Minerals Disclosure](#) is available on our website for more details.

## Supplier Screening & Assessment

Quanta conducts supplier screening to systematically identify significant suppliers based on their business relevance across environmental, social, and governance categories. The Company implements third-party risk management tools, automated monitoring systems, and sustainability assessments to maintain supplier compliance. Additionally, significant suppliers are screened for country, sector, and commodity-specific risks through consultant-contracted on-site and third-party evaluations. These assessments evaluate country-specific risks, such as regulatory frameworks, geopolitical stability, and labor laws. Commodity risks are examined to address ethical sourcing, price fluctuations, and potential supply chain disruptions.

Before selecting suppliers and vendors, Quanta applies a centralized third-party risk management process that monitors real-time compliance, safety, and sustainability risks. Additionally, the Company evaluates suppliers using EcoVadis, a leading provider of business sustainability ratings, assessing them across four key areas: environment, labor and human rights, ethics, and sustainable procurement. This evidence-based approach enables Quanta to identify its strengths and areas for improvement, ensuring long-term collaboration and responsible business practices.



## ETHICAL BUSINESS PRACTICES

At Quanta, ethical excellence is more than a policy—it is the foundation of our business. We uphold the highest ethical standards and expect our employees, suppliers, and subcontractors to share our commitment to honesty and accountability.

### Anti-Corruption Policy

Quanta is committed to upholding all applicable laws related to the prevention and detection of corruption and bribery. The Company's Anti-Corruption Compliance Policy outlines essential guidelines and requirements for interactions with government officials, giving gifts and entertainment, engaging with high-risk service providers, due diligence on business partners, and contributions to charitable and political causes. As part of its broader Integrity & Compliance program, Quanta conducts annual anti-corruption training. This program is continuously refined based on regular risk assessments that help identify current and emerging compliance and ethical risks.



### Political Engagement

Quanta's political and government affairs program supports our industries, customers, employees, communities, and shareholders while advancing our strategic initiatives. We are committed to engaging in the political process with transparency and accountability and in full compliance with local, state, and federal laws, as outlined in our Political Activity Policy. This policy applies to all Quanta directors, officers, and employees, establishing clear guidelines for political contributions, lobbying efforts, and overall political engagement.

Oversight of the policy is led by the Chief Compliance Officer with support from the Vice President of Government Affairs. We publish an annual Political Engagement Report detailing our contributions and trade association memberships to promote transparency and accountability. Additionally, our Governance and Nominating Committee regularly reviews our political activities to ensure alignment with Company values and regulatory requirements. Our Government Affairs and Legal Compliance & Ethics teams collaborate closely with the Board of Directors and executive leadership to ensure that all political activities align with our strategic objectives and comply with applicable laws and reporting standards. More information, including our Political Activity Policy, can be found on Quanta's [Investor Relations website](#).

### Quanta Ethics Training & Audits

Quanta requires all employees to receive and acknowledge the Company's Code of Conduct. Additionally, Quanta's Integrity & Compliance team, in coordination with our operating company leadership teams, makes risk-based assessments to determine which specific groups of employees require mandatory targeted training on ethics and compliance matters. Training is provided on various topics throughout the year and refreshed annually. After the conclusion of a training campaign, completion reports are provided to executive leadership and included in quarterly Board of Directors materials. Training is updated regularly to ensure relevance and to remain topical. Training modules include knowledge checks throughout the course. Some training modules will not allow the trainee to progress unless correct answers are provided. In some cases, trainees may be required to re-complete a full training module if a final testing score indicates a lack of understanding of the material presented.

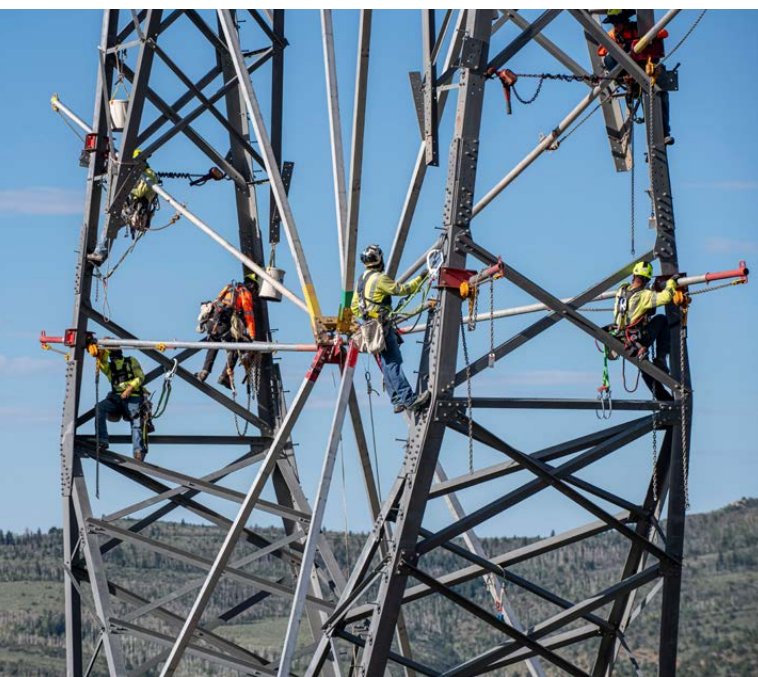
Internal controls related to Quanta's ethics and compliance program are implemented across the Company and regularly audited by Quanta's Internal Audit department to ensure that employees and high-risk third parties acting on behalf of the Company understand and adhere to the expected standards of ethical behavior.

## QUANTA'S CODE OF CONDUCT

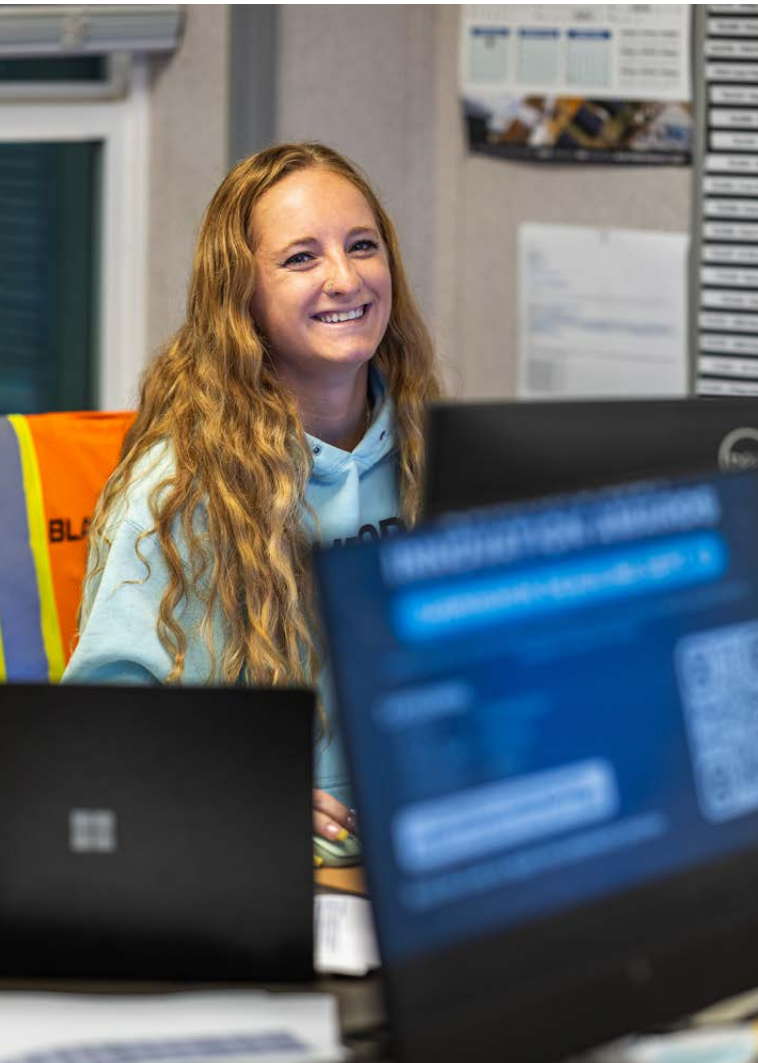
Quanta is committed to fostering a workplace rooted in integrity, accountability, transparency, and mutual respect. Our [Code of Conduct](#) serves as a guiding framework, outlining the ethical expectations for our employees and reinforcing our dedication to compliance with all applicable laws and Company policies. This includes principles related to business ethics, fair competition, anti-corruption, environmental responsibility, conflicts of interest, data privacy and security, insider trading, and our firm stance against harassment and discrimination.

All employees must acknowledge and adhere to the Code, which prohibits discriminatory behavior, including sexual and non-sexual harassment. To support a culture of ethical responsibility, we provide annual training on workplace conduct, equipping employees with the knowledge to recognize, prevent, and report unethical or illegal actions. Additionally, a defined escalation process is in place to address concerns related to harassment and discrimination, ensuring incidents are handled appropriately.

Concerns regarding misconduct can be reported through various internal resources or via our third-party-managed Ethics Helpline, accessible online or by phone, with anonymous reporting available where law permits. Quanta enforces a strict zero-tolerance policy against retaliation, protecting employees who report issues in good faith. All reports are taken seriously, investigated when necessary, and addressed through corrective or disciplinary measures to mitigate future violations. Our Chief Compliance Officer oversees ethics and compliance matters and reports significant cases to our Board of Directors.







## Cybersecurity

Protecting Quanta's information systems and customers is of utmost importance, and we have a comprehensive approach to safeguarding them.

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

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

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

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

## Data Privacy & Protection Policy

Quanta is dedicated to protecting the personal information of its employees, customers, suppliers, and business partners in line with legal, contractual, and policy requirements. Our Data Privacy & Protection Policy defines the principles and standards for responsibly collecting, safeguarding, using, sharing, and disposing of data.

# IN FOCUS

## OUR COMMITMENT TO HUMAN RIGHTS

Quanta is committed to ethical business practices, prioritizing respect and dignity for all employees and partners.

**W**e uphold universally recognized human rights principles and ensure our business activities align with global standards. Quanta actively promotes and safeguards human rights for its employees, partners, and affiliates, following the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and all relevant U.S. laws.

Quanta has a company-wide human rights assessment and due diligence process to proactively identify and assess potential impacts and risks related to respecting human rights as well as to ensure compliance with key elements of our Human Rights Policy and certain other labor-related policies, which include but are not limited to child labor, working hours, and overtime compensation. This includes risk identification throughout our value chain and other associated business activities, such as acquisitions and joint ventures. Areas covered in our assessments include forced labor, human trafficking, child labor, freedom of association, right to collective bargaining, equal remuneration, and discrimination.

We endeavor to require that customers, suppliers, and stakeholders adhere to our Human Rights Policy, which addresses key areas including discrimination, working conditions, forced labor, and freedom of expression. Quanta strictly prohibits all forms of modern slavery and human trafficking within its operations and supply chain. Additionally, we strive to maintain continuous dialogue with stakeholders to stay informed about emerging human rights concerns. The Human Resources department ensures compliance with the Human Rights Policy, promoting adherence to ethical standards throughout the organization.



## Respect for Human Rights & Community Governance on Projects

We are committed to being a strong community partner, actively ensuring that the communities in which we operate feel valued, respected, and treated with fairness and equity. Our commitment extends to embracing environmental justice principles, including promoting meaningful participation in community decisions regardless of race, color, national origin, or income. For large projects, we work closely with our customers to develop management systems, including community engagement plans. These plans identify key stakeholders, address concerns in project planning, and track stakeholder responses throughout the project life cycle. These engagement plans incorporate training programs, mentorship opportunities, and local employment initiatives, fostering positive contributions to the communities we serve. Additionally, they include public comment periods and structured complaint response protocols, ensuring transparency and accountability. To collect stakeholder feedback, we employ various methods, including face-to-face meetings, suggestion boxes, email correspondence, a toll-free and anonymous ethics line, and regular discussions with affected communities. These efforts create open channels for dialogue, reinforcing our dedication to ethical, inclusive, and community-driven decision-making.





## APPENDIX

### READ MORE

For ease of use and comparability with peers, we also index our reporting against frameworks from the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD), and UN Sustainable Development Goals (SDGs) at [sustainability.quantaservices.com](https://sustainability.quantaservices.com).

# APPENDIX



**MY STORY:** I began with a Quanta company in 2004 as an Accounts Receivable Admin through a temp agency. Since then, I've advanced through various roles and departments to become CFO of Service Electric.

I never ask others to do what I wouldn't do myself in pursuit of our common goals. Throughout my career, I've been committed

TO FOSTERING A PROFESSIONAL ENVIRONMENT WHERE PEOPLE FEEL **RESPECTED, MOTIVATED, AND ENGAGED IN THEIR WORK.**

**ANGELA O'CONNOR**

Chief Financial Officer, Service Electric

### IN THIS SECTION

**124** Sustainability Data Metrics



# SUSTAINABILITY DATA METRICS

Below is a consolidated set of sustainability metrics aligned with various reporting standards for the last five years that demonstrate our broad impact on society. As our sustainability program continues to mature, we look forward to disclosing additional metrics that align with our strategy and values.

IMPACT ON SOCIETY	UNIT	2020	2021	2022	2023	2024
FINANCIAL CLIMATE CHANGE-RELATED REVENUES						
Renewable energy infrastructure solutions revenues <sup>1</sup>	Million USD	\$1,305	\$1,825	\$3,779	\$6,170	\$7,846
Emergency restoration services revenues <sup>2</sup>	Million USD	\$444	\$452	\$331	\$310	\$654
RENEWABLES						
CONSTRUCTION						
Utility-scale wind and solar power constructed <sup>3</sup>	Installed capacity, MW	—	6,587	4,591	3,276	10,330
Utility-scale battery storage constructed <sup>4</sup>	Installed capacity, MW	50	1,009	436	1,026	1,577
Avoided emissions enabled (estimate) <sup>5</sup>	Million metric tons CO <sub>2</sub> e	—	6.7	5.0	3.1	7.9
EV CHARGING INFRASTRUCTURE						
EV charging	Installed capacity, MW	—	—	30	33	30
ENVIRONMENTAL (PLANET)	UNIT	2020	2021	2022	2023	2024
ENERGY CONSUMPTION						
DIRECT ENERGY CONSUMPTION (SCOPE 1), VEHICLE FUEL						
Diesel fuel	TJ	4,851	5,605	7,348	7,994	7,680
Gasoline	TJ	2,500	2,776	3,419	3,634	3,689
Liquefied natural gas (LNG)	TJ	56	59	84	72	97
Aviation fuel	TJ	271	284	334	360	190
Vehicle fleet energy consumption, total	TJ	7,678	8,724	11,185	12,060	11,656
FACILITY ENERGY USE						
Natural gas <sup>6</sup>	TJ	26.5	26.2	33.7	41.6	143.8
FACILITY-PURCHASED ELECTRICITY						
Indirect energy consumption (Scope 2), facility-purchased electricity <sup>6</sup>	TJ	27.1	35.3	59.8	71.6	119.2

ENVIRONMENTAL (PLANET)	UNIT	2020	2021	2022	2023	2024
TOTAL ENERGY CONSUMPTION						
Scope 1 energy consumption	TJ	7,705	8,750	11,219	12,102	11,800
Scope 2 energy consumption	TJ	27	35	60	72	119
Scope 1 and 2 energy consumption, total	TJ	7,732	8,786	11,279	12,173	11,919
TOTAL ENERGY INTENSITY						
Scope 1 energy intensity	KJ/USD revenue	688	674	657	580	498
Scope 2 energy intensity	KJ/USD revenue	2.4	2.7	3.5	3.4	5.0
Scope 1 and 2 energy consumption, total	KJ/USD revenue	690	677	661	583	503
GREENHOUSE GAS (GHG) EMISSIONS						
VEHICLE FUEL						
Diesel fuel	Metric tons CO <sub>2</sub> e	362,763	419,154	549,122	597,396	573,984
Gasoline	Metric tons CO <sub>2</sub> e	185,540	206,031	253,604	269,550	273,622
Liquefied natural gas (LNG)	Metric tons CO <sub>2</sub> e	3,184	3,356	4,794	4,120	5,820
Aviation fuel	Metric tons CO <sub>2</sub> e	20,161	21,154	24,850	26,793	14,131
Vehicle fleet emissions, total	Metric tons CO <sub>2</sub> e	571,648	649,694	832,370	897,859	867,557
FACILITY ENERGY USE						
Natural gas	Metric tons CO <sub>2</sub> e	1,333	1,317	1,700	1,965	7,280
FACILITY-PURCHASED ELECTRICITY						
Scope 2 CO <sub>2</sub> emissions, location-based	Metric tons CO <sub>2</sub> e	3,008	3,469	6,336	8,098	12,865
Scope 2 CO <sub>2</sub> emissions, market-based	Metric tons CO <sub>2</sub> e	3,008	3,469	5,745	7,546	12,337
TOTAL DIRECT & INDIRECT EMISSIONS						
Scope 1 emissions	Metric tons CO <sub>2</sub> e	572,981	651,011	834,070	899,824	874,837
Scope 2 emissions, market-based	Metric tons CO <sub>2</sub> e	3,008	3,469	5,745	7,546	12,337
Scope 1 and 2 emissions, total	Metric tons CO <sub>2</sub> e	575,989	654,480	839,815	907,370	887,174
Offset emissions (Scope 1)	Metric tons CO <sub>2</sub> e	552	1,547	2,808	1,560	1,599
ENERGY & EMISSIONS INTENSITY						
Scope 2 energy intensity	g CO <sub>2</sub> e/MJ	111.0	98.3	96.1	105.4	103.5
Vehicle fleet emissions intensity	g CO <sub>2</sub> e/USD revenue	51.0	50.1	48.8	43.0	36.6
Scope 1 CO <sub>2</sub> emissions intensity, total	g CO <sub>2</sub> e/USD revenue	51.1	50.2	48.9	43.1	37.0
Scope 1 and 2 CO <sub>2</sub> emissions intensity, total	g CO <sub>2</sub> e/USD revenue	51.4	50.4	49.2	43.5	37.5
SCOPE 3 GREENHOUSE GAS EMISSIONS						
Category 3: Fuel and Energy Related Activities	Metric tons CO <sub>2</sub> e	—	—	—	214,325	192,463
Category 6: Business Travel (estimated)	Metric tons CO <sub>2</sub> e	13,307	16,429	20,359	29,125	28,209
Category 7: Employee Commuting (estimated)	Metric tons CO <sub>2</sub> e	41,227	52,561	54,385	65,738	117,945
Category 8: Upstream Leased Assets <sup>7</sup>	Metric tons CO <sub>2</sub> e	—	—	—	12,694	17,639



ENVIRONMENTAL (PLANET)

PROGRESS TOWARD CLIMATE COMMITMENTS

RENEWABLE ENERGY<sup>8</sup>

Renewable energy installed since 2021, cumulative	GW	—	—	—	17.0	28.9
Progress towards 2035 goal (100 GW installed)		—	—	—	17.0%	28.9%

SCOPE 1 CO<sub>2</sub> INTENSITY

Scope 1 emissions intensity	g CO <sub>2</sub> e/USD revenue	—	—	—	43.1	37.0
Emissions intensity reduced since 2019		—	—	—	20.0%	31.4%
Progress toward 2040 goal (30% reduction)		—	—	—	67%	105%

PROPERTIES<sup>9</sup>

Facility electricity usage covered by renewable energy certificates (REC) purchases		—	—	—	100%	100%
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OTHER TAILPIPE EMISSIONS

Nitrogen oxides (NOx)	Metric tons	975	1,101	1,084	984	865
Sulfur oxides (SOx)	Metric tons	5.1	5.3	4.7	4.2	4
Particulate matter (PM10)	Metric tons	78	91	90	82	69
Nitrogen oxides (NOx) emissions intensity	g NOx/million USD revenue	87	85	63	47	37
Sulfur oxides (SOx) emissions intensity	g SOx/million USD revenue	0.46	0.41	0.28	0.20	0.17
Particulate matter (PM10) emissions intensity	g PM10/million USD revenue	7.0	7.0	5.3	3.9	2.9

WATER

Total water intake, Quanta facilities <sup>10</sup>	Thousand gallons	24,136	30,390	36,145	39,785	51,650
Water intensity, Quanta facilities	Gallons/thousand USD revenue	2.15	2.34	2.12	1.91	2.18
Quanta facilities in water stressed areas <sup>11</sup>		—	—	—	—	13%

WASTE

HAZARDOUS WASTE

Electronic waste, recycled	Pounds	1,347	4,365	8,592	28,363	1,999
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NON-HAZARDOUS WASTE

Used engine oil	Gallons	—	—	71,040	76,290	78,801
Recycled project materials from large projects	Pounds	—	—	—	—	2,256,131

BIODIVERSITY

Total area, Quanta facilities <sup>12</sup>	Acres	—	—	7,865	8,507	8,446
Total area impacted, major transmission projects <sup>13</sup>	Acres	—	—	49,785	79,580	79,580
Total area impacted, major pipeline projects <sup>13</sup>	Acres	—	—	22,975	9,085	9,090
Total area impacted, major fiber projects <sup>13</sup>	Acres	—	—	—	—	12,605

SOCIAL (PEOPLE)

HEADCOUNT

HEADCOUNT BY REGION<sup>14</sup>

U.S.	29,731	36,845	40,069	50,606	57,149
Canada	3,720	5,264	4,936	4,147	3,828
Australia	660	812	1,535	1,078	1,074
Rest of the world, total	1,686	782	722	558	462
Approximate number of employees, total	35,797	43,703	47,262	56,389	62,513

DIVERSITY (U.S. ONLY)

EMPLOYEE DIVERSITY<sup>14</sup>

Female employees as share of total workforce	9%	10%	10%	10%	11%
Female employees in management and professional roles	14%	14%	14%	14%	17%
Overall employee ethnic diversity	27%	32%	38%	37%	39%
Ethnic diversity in management and professional roles	22%	24%	29%	31%	29%

DIVERSE PROCUREMENT

Diverse vendor spend <sup>15</sup>	Million USD	\$679	\$742	\$1,117	\$1,377	\$1,735
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DIVERSE VENDORS

Total unique diverse vendors used	—	—	1,935	1,992	2,221
Women-owned business	—	—	601	563	578
Veteran-owned business	—	—	133	128	127
Small disadvantaged business	—	—	326	324	424
8(a) small business	—	—	900	1,105	1,184
Minority-owned business	—	—	358	334	324

COMMUNITY

Community impact spend	Million USD	—	—	\$7.7	\$9.6	\$12.0
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SAFETY

“Stuff That Kills You” (STKY) actual rate <sup>16</sup>	0.210	0.163	0.125	0.112	0.128
Total number of automated external defibrillators (AEDs) deployed to job sites	10,278	11,156	13,152	16,738	19,549
Total number of lives saved due to deployed automated external defibrillators (AEDs)	29	33	39	43	46
Total recordable incident rate (TRIR)	—	0.98	0.89	0.90	0.85
Consolidated lost time injury rate (LTIR)	—	0.26	0.24	0.23	0.20



SOCIAL (PEOPLE)

TRAINING

NORTHWEST LINEMAN COLLEGE<sup>17</sup>

UNIT	2020	2021	2022	2023	2024
Veterans trained (campus career programs)	20%	19%	16%	13%	13%
Minority students trained (campus career programs)	29%	31%	30%	34%	37%
Female students trained (campus career programs)	1%	1%	1%	1%	1%
Total number of students trained, apprenticeship programs	4,678	5,072	5,828	6,552	5,199
Total number of students trained, career training programs	2,249	2,666	2,649	2,548	2,207
Total number of students trained (campus training programs)	6,927	7,738	8,477	9,100	7,406

QUANTA ADVANCED TRAINING CENTER<sup>18</sup>

Total number of students trained	801	1,341	1,298	1,563	1,312
Total number of training days	12,453	19,658	24,293	26,137	24,100

STRONGHOLD UNIVERSITY<sup>19</sup>

Total number of students trained	1,697	5,258	7,421	7,937	8,649
Total number of training days	2,122	6,573	5,566	9,327	9,213

GOVERNANCE (PRINCIPLES)

OPERATING COMPANY SUSTAINABILITY

	2020	2021	2022	2023	2024
Average operating company sustainability metric score <sup>20</sup>	—	—	56.8	61.4	61.7

<sup>1</sup> Includes infrastructure solutions for customers involved in the renewable energy industry. Services include engineering, procurement, new construction, repowering, and repair and maintenance for generation facilities, such as utility-scale wind, solar generation, hydropower generation, and battery storage facilities, as well as engineering and construction services for substations, switchyards, transmission, and other electrical infrastructure needed to interconnect renewable energy generation and battery storage facilities.

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

<sup>3</sup> Data includes delivered projects only, including wind repower projects.

<sup>4</sup> Data includes delivered projects only.

<sup>5</sup> Estimated total annual emissions avoided from the solar and wind projects Quanta completed and delivered in each calendar year. The calculation is a high-level estimate, taking into account capacity factors for wind and solar, annual generation, and displacement using the U.S. national grid factor.

<sup>6</sup> Natural gas and electricity consumed on-site at Quanta-owned and finance-leased facilities. Under the financial control approach, Quanta-owned and finance-leased facilities are reported as Scope 2, whereas purchased electricity and natural gas from facilities under operating leases are reported as Scope 3, Category 8.

<sup>7</sup> Purchased electricity and natural gas from facilities under operating leases

<sup>8</sup> This goal is applicable to balance of plant renewables construction projects only and includes new wind, wind repower, solar, battery storage, EV charging, hydrogen, and RNG projects. Only projects delivered within a calendar year are considered. Front-end service projects that don't include full construction as well as substation and transmission projects that connect to renewable facilities are not considered part of this goal.

<sup>9</sup> This goal is applicable to Quanta North American operations only.

<sup>10</sup> Consumption of water at Quanta-owned and -leased facilities

<sup>11</sup> Water-stressed areas are defined as regions experiencing either "High" or "Extremely High" baseline water stress as classified by the World Resources Institute's Aqueduct Water Risk Atlas tool.

<sup>12</sup> Quanta-owned and -leased facilities

<sup>13</sup> Projects greater than 100 miles in length

<sup>14</sup> Representation data as of November 30 of each calendar year

<sup>15</sup> A diverse vendor is generally a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group.

<sup>16</sup> "STKY actual events" are events that are considered life-threatening, life-altering, or life-ending. STKY actual rate equals total number of STKY actual events, multiplied by 1,000,000, and divided by total work hours. Includes serious injuries and fatalities

<sup>17</sup> Includes training of both Quanta and non-Quanta-based employees.

<sup>18</sup> Training of Quanta employees only

<sup>19</sup> Stronghold University opened in May 2020.

<sup>20</sup> Score is out of 100.

Estimates & Assumptions

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

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

Materiality

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





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