



2727 North Loop West
Houston, Texas 77008

PHONE 713.629.7600
WEB quantaservices.com

NYSE-PWR

| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) | | | | | | | | | | | | | | EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026 | |
|---|--------------------|--|------------------------|---------------------------|-------|---|----------------------------------|-------------------|--------|---------------------------|-------|---|-----------|--|-------------------|
| SECTION A – TYPE OF REPORT CONSOLIDATED REPORT | | | | | | | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | | | | |
| OFS COMPANY ID CY89597 | | EMPLOYER NAME QUANTA SERVICES INC. | | | | | | | | | | | | | |
| ADDRESS 2727 North Loop West | | | | | | CITY/TOWN HOUSTON | | | | STATE TX | | ZIP CODE 77008 | | | |
| SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | | | | | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME | | | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS | | | | | | CITY/TOWN | | | | STATE | | ZIP CODE | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 742851603 | | | | | | | | | | | | | | | |
| SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS | | | | | | | | | | | | | | | |
| SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): Not Applicable | | | | | | | | | | | | | | | |
| <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor) | | | | | | | | | | | | | | | |
| SECTION G – NAICS INFORMATION 237130 - Power and Communication Line and Related Structures Construction | | | | | | | | | | | | | | | |
| SECTION H – WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Race/Ethnicity | | | | | | | | | | | | | | |
| | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | Row Total | | |
| | | | Male | | | | | | Female | | | | | | |
| | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | | American Indian or Alaska Native | Two or More Races |
| Executive/Senior Level Officials and Managers | 112 | 15 | 593 | 14 | 17 | 3 | 2 | 357 | 79 | 2 | 10 | 0 | 0 | 20 | 1224 |
| First/Mid-Level Officials and Managers | 632 | 57 | 3060 | 124 | 48 | 4 | 32 | 63 | 415 | 18 | 20 | 7 | 3 | 11 | 4494 |
| Professionals | 604 | 168 | 2803 | 198 | 234 | 9 | 19 | 131 | 857 | 67 | 119 | 4 | 6 | 41 | 5260 |
| Technicians | 758 | 61 | 1662 | 271 | 64 | 6 | 18 | 125 | 150 | 22 | 11 | 0 | 3 | 7 | 3188 |
| Sales Workers | 19 | 10 | 142 | 1 | 6 | 0 | 2 | 13 | 36 | 1 | 3 | 0 | 2 | 1 | 230 |
| Administrative Support Workers | 195 | 364 | 779 | 69 | 21 | 5 | 7 | 39 | 1566 | 97 | 60 | 7 | 24 | 67 | 3300 |
| Craft Workers | 7437 | 357 | 15571 | 1424 | 215 | 82 | 420 | 888 | 394 | 67 | 6 | 3 | 41 | 29 | 26924 |
| Operatives | 1390 | 18 | 2767 | 402 | 29 | 19 | 61 | 99 | 85 | 17 | 1 | 0 | 2 | 5 | 4885 |
| Laborers and Helpers | 2508 | 267 | 3352 | 713 | 31 | 54 | 118 | 153 | 246 | 74 | 5 | 1 | 15 | 28 | 7565 |
| Service Workers | 7 | 11 | 31 | 11 | 0 | 0 | 1 | 1 | 15 | 1 | 0 | 0 | 0 | 1 | 79 |
| CURRENT 2024 REPORTING YEAR TOTAL | 13656 | 1328 | 30780 | 3227 | 665 | 162 | 680 | 1869 | 3833 | 366 | 235 | 22 | 96 | 210 | 57149 |
| PRIOR 2023 REPORTING YEAR TOTAL | 11441 | 995 | 28734 | 2920 | 447 | 141 | 535 | 1296 | 3324 | 350 | 166 | 21 | 67 | 169 | 50606 |
| SECTION I – WORKFORCE SNAPSHOT PERIOD 11/1/2024 - 11/30/2024 | | | | | | | | | | | | | | | |
| SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable | | | | | | | | | | | | | | | |

Cautionary Statement about Forward-Looking Statements and Information

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). 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. 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.