



Q U A N T A

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NYSE-PWR

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)														<small>EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026</small>		
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT																
SECTION B – EMPLOYER IDENTIFICATION																
OFF 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)																
<small>Unique Entity ID (UEI): Not Applicable</small>																
<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															Row Total
	Hispanic or Latino		Not Hispanic or Latino													
			Male		Male		Female		Male		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	83	415	18	20	7	3	11	4494	
Professionals	604	168	2803	198	234	9	19	131	857	87	119	4	6	41	5260	
Technicians	758	61	1692	271	64	6	18	125	150	22	11	0	3	7	3188	
Sales Workers	13	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	1568	97	60	7	24	67	3300	
Craft Workers	7437	357	15571	1424	215	82	420	888	384	87	6	3	41	29	26924	
Operatives	1390	18	2757	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	182	680	1889	3833	366	235	22	96	210	57149	
PRIOR 2023 REPORTING YEAR TOTAL	11441	965	28734	2920	447	141	535	1296	3324	350	166	21	67	169	50808	
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.