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GRI DISCLOSURE REPORT - GRI Content Index

Universal Standards

GRI 1: Foundation 2021

GRI 2: General Disclosure 2021

3-3 Management Approach

Transparency and Reporting

Key Impacts

- Following the purpose of the Global Reporting Initiative (GRI), Quanta's sustainability reporting objective is to provide transparency on how it contributes to, or aims to contribute to, sustainable development. (positive)
- Quanta delivers comprehensive, high-quality, and consistent environmental, social, and governance reporting, providing clarity and details about Quanta's material sustainability topics for its customers, stockholders, employees, and community members as a tool for communication and engagement and to drive progress. (positive)

Since its first Sustainability Report in 2020, Quanta has aimed to provide transparent disclosures to engage its customers, stockholders, employees, and community members. Building on the foundation of reporting following the GRI Standards and the greenhouse gas (GHG) Protocol, Quanta has also included disclosures on its climate-related performance and strategies following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) Standards for the construction sector. To assess and prepare for future reporting needs, Quanta monitors the evolving reporting and standards landscape.

The disclosures included in this and the accompanying 2024 Sustainability Report reflect 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. Unless otherwise stated, all quantitative data for Quanta included in this report represent fiscal year 2024. 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.

The GHG information is presented following the GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition) published by the World Resource Institute (WRI)/World Business Council for Sustainable

Development (WBCSD). For the Scope 3 disclosures, Quanta also referenced the GHG Protocol: Corporate Value Chain Accounting and Reporting Standard. Quanta engaged an independent third party, Apex Companies LLC to provide a limited assurance review of our Scope 1 and 2 greenhouse gas (GHG) emissions, using the "ISO 14064-3: Greenhouse Gases | Part 3" specification standard.

Quanta management is responsible for the completeness, accuracy, and validity of the disclosures referenced or included in the GRI Content Index as of and for the year ended on December 31, 2024. Management of Quanta asserts that the environmental, social, and governance (ESG) disclosures referenced or included in the GRI Content Index as of and for the year ended on December 31, 2024, are presented following the 2021 GRI Sustainability Reporting Standards. Additionally, management of Quanta asserts that the ESG disclosures referenced or included in the GHG Protocol disclosure report for the year ended on December 31, 2024, are presented following GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), published by the WRI/WBCSD.

The overarching report includes all policies, commitments, actions, and their effectiveness, as well as stakeholders. Accordingly, please see the associated details under each relevant disclosure.

2-1 Organizational Details

This report presents the information on behalf of Quanta Services, Inc. (together with its subsidiaries, Quanta, we, us or our), a Delaware corporation. Quanta is an independent, publicly traded company, and its common stock is listed on the New York Stock Exchange (NYSE) under the symbol "PWR". The Company's corporate headquarters are located in Houston, Texas, USA. For more information, see the Quanta Annual Report on Form 10-K for the year ended December 31, 2024 (Annual Report on Form 10-K).

2-2 Entities included in the organization's sustainability reporting

The Company's sustainability reporting generally reflects the results of entities where Quanta is the majority owner and exercises control. Joint ventures or entities where Quanta has less than 50% ownership interest are usually out of scope for sustainability reporting unless the Company has financial control of the entity.

- Additionally, GHG emissions data included in the sustainability report are accounted for using the financial control approach, following the GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
- All financial, environmental, health and safety, inclusion, diversity and equity, and other social/community metrics generally follow the financial consolidation model (i.e., if Quanta is the majority owner and exercises control, results for the entity are included in the reporting), For more information on the Company's subsidiaries, which form the basis for the majority of the sustainability metrics in this report, see Exhibit 21 included in the Annual Report on Form 10-K.

2-3 Reporting period, frequency and contact point

Quanta conducts annual sustainability reporting. This report covers the period from January 1, 2024, through December 31, 2024, which aligns with the Company's annual financial reporting period. We welcome your feedback on this report. For more information or to provide comments, please contact Grant Forman, Director of Sustainability, at sustainability@quantaservices.com.

2-4 Restatements of information

Due to data corrections and methodology changes, restatements of previously reported data are made to ensure consistency and enable comparability between reporting periods. Management determined that each revised amount is immaterial to this and prior reports and their associated disclosure.

In the 2024 Sustainability Report, restatements were made within the following sections: energy consumption and intensity, vehicle fuel emissions, facility-purchased electricity, and intensity reflecting improved data collection and reporting.

2-5 External assurance

A limited assurance review of our Scope 1 and 2 GHG emissions and energy use was conducted by a third party, [Apex Companies LLC,] using the "ISO 14064-3: Greenhouse Gases | Part 3" specification standard.

3-3 Management Approach

Governance & Accountability

Key Impacts

Quanta's governance practices reflect its commitment to serving all stakeholders, cultivating trust and accountability, and creating a business environment that supports its long-term success and vitality. (positive)

For a full explanation of Quanta's governance and accountability material topics, see the 2025 Proxy Statement.

Policies

- Quanta Code of Conduct
- Corporate Governance Guidelines

2024 Actions Taken

Board Responsibilities and Management

- Appointed new, independent Chairman of the Board and enhanced leadership in key skillsets through the addition of two new independent directors to the Board.
- Updated Quanta's enterprise risk management approach and process; continued emphasis on Board oversight and responsibility for environmental, social, and governance performance.

Stakeholders Engaged

- Board
- Executive leadership
- People leaders

- Employees
- Stockholders
- Community members

Long-Term Incentives

Maintained a clear link to pay for performance with long-term incentives aligned to Quanta's financial performance and operational goals, which maintained focus on long-term financial performance and sustainability.

For additional 2024 actions to manage governance and accountability, see the 2025 Proxy Statement.

3-3 Management Approach

Quanta is a leading provider of comprehensive infrastructure solutions for the electric and gas utility, renewable energy, technology, communications, pipeline, and energy industries in the United States, Canada, Australia, and select other international markets. We provide engineering, procurement, construction, upgrade and repair and maintenance services for infrastructure within each of these industries, including electric power transmission and distribution networks; substation facilities; wind and solar generation and transmission and battery storage facilities; electrical systems for data center, commercial and industrial facilities; communications and cable multi-system operator networks; gas utility systems; pipeline transmission systems and facilities; and downstream industrial facilities.

Our operations are labor-intensive, and we rely on craft-skilled labor personnel and experienced operators to successfully manage our day-to-day business. We also have an experienced management team at the executive and regional levels and within our subsidiaries, which we refer to as operating companies. We operate a fleet of owned and leased trucks and trailers, support vehicles, specialty construction equipment, and various proprietary technologies that enhance our service offerings.

We have a large and diverse customer base, including many leading companies in the utility, renewable energy, technology, communications, industrial, and energy delivery markets. The performance of our business generally depends on our ability to obtain contracts with customers and to effectively deliver the services provided under those contracts. Our services are typically provided pursuant to master service agreements (MSAs), repair and maintenance contracts, and fixed-price and non-fixed-price construction and engineering contracts. We offer comprehensive and diverse solutions on a broad geographic scale and have a solid base of long-standing customer relationships in each industry we serve.

We believe our reputation for safety leadership, responsiveness and performance, geographic reach, comprehensive service offerings, and financial strength has resulted in strong relationships with numerous customers, and we endeavor to develop and maintain strategic alliances and preferred service provider status with our customers. We believe that our business strategies, along with our safety culture and financial resources, differentiate us from our competition and position us to benefit from future programmatic and capital spending by our customers. Our strategies include delivering and continuing to expand our portfolio of infrastructure solutions to existing and potential customers, developing our technological and training capabilities, remaining committed to the safety of our employees, and maintaining an entrepreneurial culture throughout our organization. We believe executing these strategies places us in the position to capitalize on opportunities and trends in the industries we serve and expand our operations to select new markets.

For more information, see the Annual Report on Form 10-K.

2-7 Employees

Quanta's workforce data is gathered from individual Quanta operating companies and consolidated through a centralized Human Resources management system database containing employee information. Employees, managers, and Human Resources personnel update the employee data when employee information changes occur. The data represents the active global employee population as of December 31, 2024, and includes all permanent, full-time, and part-time employees. Temporary employees and non-employee populations are excluded unless otherwise stated.

HEADCOUNT BY REGION

	2019	**2020**	**2021**	**2022**	**2023**	**2024**
U.S.	29,813	29,731	36,845	40,069	50,606	57,149
Canada	5,248	3,720	5,264	4,936	4,147	3,828
Australia	541	660	812	1,535	1,078	1,074
Rest of the world, total	4,706	1,686	782	722	558	462
Approximate total number of employees	**40,308**	**35,797**	**43,703**	**47,262**	**56,389**	**62,518**

2-8 Workers who are not employees

Quanta utilizes non-employee contractors in select roles to (1) enable flexibility with scaling resources to meet short-term project staffing needs, (2) meet resource demands where fluctuations may occur more frequently, and/or (3) for work that is not core to Quanta's areas of expertise.

Quanta subcontracts approximately 20% of our services, including those under customer and regulatory requirements. Regulatory or other requirements may require us to outsource a percentage of services to subcontractors, whether they are businesses meeting diversity-ownership requirements or otherwise. Quanta also outsources work globally that is not core to Quanta's mission, such as janitorial, cafeteria services, facilities management, and building maintenance. Non-employee contractors at Quanta are consistently employed for the reasons described above (flexibility for projects, demand fluctuations, and outsourcing for expertise).

OMISSION 2-8 a-b-c Reporting of non-employee workers

Information not available. Quanta does not have complete information regarding the number of non-employee contractors. Quanta will assess its ability to include this detail in future reporting.

2-9 Governance structure and composition

The Board recognizes the importance of ensuring that the Company's overall business strategy is designed to create long-term, sustainable value for stockholders and benefit all of Quanta's stakeholders. While the formulation and implementation of Quanta's strategy is primarily the responsibility of management, the Board plays an active oversight role, carried out primarily through regular reviews and discussions with management, including both broad-based presentations and more in-depth analyses and discussions of specific areas of focus and evolving business, industry, societal, operating and economic conditions.

In 2024, the Board had four standing committees: the Audit Committee, the Compensation Committee, the Governance and Nominating Committee, and the Investment Committee. Each standing committee operates under a formal charter adopted by the Board that governs its responsibilities.

For a full explanation of Quanta's Board oversight, including the composition of the Board, including independence, tenure, Committee assignments, service on other public company boards, skills and qualifications, see the 2025 Proxy Statement.

2-10 Nomination and selection of the highest governance body

The Governance and Nominating Committee regularly evaluates the appropriate size of the Board and whether any vacancies on the Board are expected due to retirement or otherwise. If any vacancies are anticipated or arise, the Governance and Nominating Committee will consider director candidates suggested by incumbent directors, management, third-party search firms, and others.

The Governance and Nominating Committee will also consider director nominations by stockholders that are made in compliance with our bylaws. All applications, recommendations, or proposed nominations for Board membership received by Quanta will be referred to the Governance and Nominating Committee. The manner in which a nominee's qualifications are evaluated does not differ if a stockholder recommends the nominee. The Governance and Nominating Committee has the authority to retain, at Quanta's expense, a third-party search firm to help identify and facilitate the screening and interview process of potential director nominees. Once a potential director nominee is identified or recommended, the committee makes an initial determination as to whether to conduct a full evaluation based on, among other things, the information provided with the recommendation, the committee's own knowledge of the candidate, supplemental inquiries to the recommending person or others, or a background check.

If the committee determines to further pursue the candidate, the candidate is evaluated based on the qualifications described below. After this evaluation, the committee determines whether to interview the candidate and may ask the candidate to meet with members of Quanta's management or other Board members. After completing its evaluation, if the committee believes the candidate would be a valuable addition to the Board, it will recommend the candidate's nomination for appointment or election as a director to the Board. When evaluating director candidates, including new nominees and incumbent directors, the Governance and Nominating Committee considers all relevant factors it deems appropriate, such as, among other things, the current composition of the Board (including with respect to alignment of skills and experience with the Company's strategic plan and risks facing the Company), the balance of management and independent directors, the need for a certain Board committee expertise, and the candidate's activities unrelated to Quanta (including service as a director on the boards of other public companies). The Board also values diversity in its broadest sense and endeavors to have a group of directors representing broad-ranging experiences at policy-making levels of organizations that are relevant to Quanta's activities and operations, which may come from business, government, education, technology

and non-profit organizations; complementary tenure length, which ensures a proper balance between Board refreshment and director continuity; and varied backgrounds and attributes.

2-11 Chair of the highest governance body

The Board believes that the leadership structure of Quanta's Board should include either an independent non-executive Chairman of the Board or a Lead Director who satisfies Quanta's standards for independence. In May 2024, the Board appointed Doyle Beneby, an independent director, as non-executive Chairman of the Board to serve as such until his successor is duly elected and qualified at the next annual meeting of the Board or until his earlier resignation or removal. The roles of Chairman of the Board and Chief Executive Officer were separated at Quanta in 2013, and the Board continues to believe that having a non-executive Chairman of the Board is in the best interests of the Company and its stockholders, due in part to the ever-increasing demands made on boards of directors under federal securities laws, national stock exchange rules and other federal and state regulations. The separation of the positions allows the Chairman of the Board to focus on management of Board matters, as described further below, and allows Quanta's Chief Executive Officer to focus his attention on managing our business. Additionally, we believe the separation of these roles contributes to the independence of the Board in its oversight role and in assessing the performance of our Chief Executive Officer and management generally. The Board reviews its leadership structure from time to time to assess whether it continues to serve the best interests of Quanta and its stockholders. In the future, the Board may determine, based on changing circumstances or characteristics of the Board or the Company or otherwise, that a director who is not independent is best situated to serve as Executive Chairman of the Board. Factors that may impact that determination may include, but are not limited to, whether such Executive Chairman possesses the detailed and in-depth knowledge of the issues, opportunities, and challenges facing Quanta and its business and is thus best positioned to develop agendas that ensure that the Board's time and attention are focused on the most critical matters. Such a determination could be impacted by, among other things, the future composition of the Board, including the length of tenure of the independent directors, or any succession plans for the Company's Chief Executive Officer.

Quanta's Corporate Governance Guidelines provide that the Board will appoint a Chairman of the Board, who may but need not be an employee of Quanta. The Chairman of the Board generally presides over all regular sessions of the Board and Quanta's annual meetings of stockholders. With input from the Chief Executive Officer (if the Chairman is an independent director), or in consultation with the Lead Director (if the Chairman is not an independent director), the Chairman sets the agenda for Board meetings, subject to the right of each Board member to suggest the inclusion of items on any agenda. The Chairman of the Board may vote at any meeting of the Board on any matter called to a vote, subject to the legal, fiduciary, and governance requirements applicable to all members of the Board. The Chairman of the Board is not a member of the standing committees of the Board, but attends and participates in meetings of the Board committees, and provides input on the overall design and operation of the Board, including in connection with the evaluation process described in Board and Committee Evaluations below. If the Chairman of the Board is an independent director, the duties and responsibilities of the Chairman of the Board generally include the following:

- working with the Chief Executive Officer to ensure directors receive timely, accurate, and complete information to enable sound decision making, effective monitoring, and advice;
- encouraging active engagement of all directors;
- directing discussions toward a consensus view and summarizing discussions for a complete understanding of what has been agreed;
- encouraging the Board's involvement in strategic planning and monitoring the Chief Executive Officer's implementation;
- coordinating, monitoring, and maintaining a record of all meetings of independent directors and discussing Board executive session results with the Chief Executive Officer;
- promoting effective relationships and open communication between the independent directors and the management team;

- coordinating, together with the Compensation Committee, the formal evaluation of the Chief Executive Officer on an annual basis;
- coordinating, together with the Governance and Nominating Committee, the succession plans for the Chief Executive Officer;
- identifying matters specifically reserved for the decision of the Board and ensuring that the Board sets appropriate levels of authority for management, including with respect to consideration of matters pertaining to the Board's oversight role of business strategy and risks;
- coordinating, together with the Governance and Nominating Committee, a process for the annual evaluation of the Board, its members, and its committees; and
- reviewing management's investor relations strategy and participating, where appropriate, in its implementation.

The Chairman of the Board also participates and represents the Board in certain communications and engagements with stockholders and other stakeholders, including in connection with the Company's annual engagement process described in Engagement and Communications with the Board below. Additional duties and responsibilities of the Chairman of the Board may be established from time to time by the Board and the Governance and Nominating Committee of the Board.

In the event the Chairman of the Board is not an independent director, our Corporate Governance Guidelines provide that a Lead Director will be elected exclusively by the independent directors. The Lead Director must be an independent director and will assist the Chairman of the Board and the remainder of the Board in assuring effective corporate governance in managing the affairs of the Board. The Lead Director is responsible for ensuring that the quality, quantity, and timeliness of the flow of information between management and the Board enable the Board to fulfill its functions and fiduciary duties in an efficient and effective manner. In addition, the Lead Director will coordinate the activities of the other independent directors, preside over the Board when the Chairman of the Board is not present, consult with the Chairman of the Board as to agenda items for Board and committee meetings, and perform such other duties and responsibilities as the Board deems appropriate.

For more information, see the 2025 Proxy Statement.

2-12 Role of the highest governance body in overseeing the management of impacts

The Board oversees an enterprise-wide approach to risk management, designed to support the achievement of long-term organizational objectives and enhance stockholder value. The Company's enterprise risk management assessment, managed by Quanta's Chief Executive Officer, General Counsel, and Chief Financial Officer, as well as Quanta's Chief Compliance Officer (who reports to the General Counsel), provides visibility to the Board about the identification, assessment, monitoring, and management of critical risks and management's risk mitigation strategies. During this ongoing process, risks are assessed throughout the Company's business, including operational, industry, financial, and reputational risks, legal and regulatory risks, and data and systems security risks. A component of the Board's oversight function is not only understanding the risks the Company faces and what steps management is taking to manage those risks, but also understanding what level of risk is appropriate for Quanta. The involvement of the full Board in setting Quanta's business strategy, both short-term and long-term, is a key part of its understanding of Quanta's risks and how those risks may evolve in response to changes in strategy or business environment, and what constitutes an appropriate level of risk for Quanta.
While formal reporting associated with the Company's enterprise-wide risk management assessment is produced for the Board on an annual cycle, the Board continually evaluates and considers risks that are impacting, or could potentially impact, the Company throughout the entire year, including through dialogue with management at Board and committee meetings. Additional discussions and evaluations of risks can arise in connection with, among other things, development and/or review of the Company's business strategy, evaluation of the Company's performance or operations, evaluation of a potential strategic acquisition or project opportunity, and overall trends

that could accelerate or increase the impact of a potential risk. Additionally, to the extent the Board, a committee or management deems it necessary or appropriate, outside advisors and subject matter experts may be consulted when considering the development or potential impact of certain risks or in anticipation of future threats or trends with respect to certain risks.

2-13 Delegation of responsibility for managing impacts

The Board and the committees of the Board have oversight responsibility for risk management in certain areas. The full Board, in addition to its ultimate oversight responsibility for the risk management process, retains oversight responsibility for certain risks. In making a determination as to whether to retain direct oversight of a risk or assign oversight to a committee, the Board considers various factors, including, among other things, the importance of the risk to the Company's overall strategy and operations, the timeframe over which a risk may materialize (i.e., short-term, medium-term or long-term), the potential impact of a risk and how a risk aligns with the subject matter assigned to a committee..

2-14 Role of the highest governance body in sustainability reporting

The Governance and Nominating Committee focuses on corporate responsibility and sustainability matters, including environmental issues, social issues, and practices and policies relating to the support of business, charitable, educational, and industry/trade organizations, and with respect to political activity.

All of our employees are subject to Quanta's Code of Conduct, which addresses compliance with applicable laws and Quanta's policies concerning, among other things, general business ethics, competition, anti-corruption and bribery, environmental responsibility, conflicts of interest, harassment and discrimination, data security and privacy, and insider trading. Quanta's Code of Conduct and Supplier Code of Conduct also inform employees and third parties (such as suppliers, subcontractors, and members of the public) about the resources and confidential reporting mechanisms available to detect, prevent, and report concerns about unethical or illegal conduct. Quanta's Ethics Helpline is available to all parties who wish to make a report, including suppliers, subcontractors, and members of the public. Our Chief Compliance Officer oversees the investigation of all reported concerns and communicates directly with our Board about actual and alleged violations of the law or the Code of Conduct. Training concerning Quanta's Code of Conduct and other policies and procedures is part of our yearly comprehensive ethics and compliance training program. Quanta also provides training for all employees on discrimination or harassment in the workplace.

The Company has disclosed Director independence, other public company board memberships, material supplier/purchaser relationships, and related person transactions in relevant SEC filings, including the 2025 Proxy Statement and the Annual Report on Form 10-K as appropriate.

2-16 Communication of critical concerns

While formal reporting associated with the Company's enterprise-wide risk management assessment is produced for the Board on an annual cycle, the Board continually evaluates and considers risks that are impacting, or could potentially impact, the Company throughout the entire year, including through dialogue with management at Board and committee meetings. Additional discussions and evaluations of risks can arise in connection with,

among other things, development and/or review of the Company's business strategy, evaluation of the Company's performance or operations, evaluation of a potential strategic acquisition or project opportunity and overall trends that could accelerate or increase the impact of a potential risk.

OMISSION 2-16 Total number and nature of critical concerns communicated to the Board

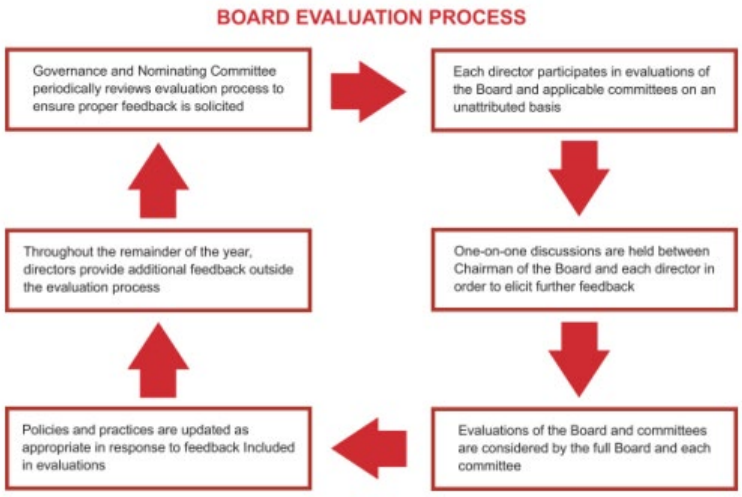
Confidentiality constraints. The Company does not publicly report the total number and nature of critical concerns that were communicated to the Board.

2-17 Collective knowledge of the highest governance body

All new Directors participate in an orientation to become familiar with the Company, including the Quanta Code of Conduct and sustainability initiatives. On an ongoing basis, Directors receive materials or updates regarding the operations of the Company, strategic priorities, and environmental, social, and governance matters and risks, including sustainable development. Periodically, the Board undertakes a robust qualitative and quantitative review of management's five-year strategic plan, which includes both financial and operational performance goals and the strategic initiatives designed to support those goals. For more information and the mix of skills and experience of the directors, see the 2025 Proxy Statement.

2-18 Evaluation of the performance of the highest governance body

Board and committee evaluations play an important role in ensuring the effective functioning of the Board. Therefore, the Board and each committee conduct annual self-assessments, which are overseen by the Governance and Nominating Committee. The results of these assessments are compiled, without attribution, and made available to the directors for a full Board assessment and to the committee members of each committee for a committee assessment. Additionally, the Chairman of the Board conducts one-on-one discussions with each director to gather feedback on Board and committee operations, practices, and performance. Information derived from the evaluation process is also considered by the Governance and Nominating Committee when searching for and evaluating potential future director candidates.



2-19 Remuneration policies

A detailed review of Quanta's remuneration policies for non-employee directors and senior management can be found in the 2025 Proxy Statement.

The Governance and Nominating Committee and the Board aim to set director compensation levels at or near the market median relative to directors at companies of comparable size, industry, and scope of operations in order to ensure directors are paid competitively for their time commitment and responsibilities. A market-competitive compensation package is important because it enables us to attract and retain highly qualified directors who are critical to our long-term success.

The key components of our current executive compensation and benefits programs are summarized below. Each component has a critical role in motivating and rewarding strong performance and retaining the executives who deliver such performance. :

- **Base salary:** To provide fixed compensation necessary to attract and retain key executives and to compensate executives for their daily duties and responsibilities.
- **Short Term Incentive Award:** Annual cash incentive program to incentivize and reward achievement of annual financial and operational performance targets, which focus on profitable growth and safe execution.
- **Long-term Incentives awards:** A combination of performance stock units and restricted stock units to incentivize achievement of our long-term financial performance targets that focus on strategic initiatives, to align management and stockholder interests and to attract and retain key executives, and to improve operational and financial performance through enhanced employee safety and reduction in insurance claims.

2-20 Process to determine remuneration

Quanta is committed to strong governance standards that ensure our executive compensation program is closely aligned with the interests of our stockholders and other stakeholders.

Each member of the Compensation Committee is independent within the meaning of Securities and Exchange Commission regulations, the NYSE corporate governance listing standards, and our Corporate Governance

Guidelines. The Compensation Committee administers the compensation programs for all of our executive officers, and its guiding principles for executive officers' compensation are set forth below.

Principle	Description
Competitive	Compensation programs and levels are competitive with market practices of similarly situated companies, allowing for the attraction and retention of Quanta's key contributors
Equitable	Compensation programs should be administered equitably throughout the Company
Performance-Based	Incentive payouts should vary based on measurable Company performance, specifically as it relates to achievement in prior and current years, Quanta's overall business plan, and the experience of stockholders
Affordable	Decisions relative to compensation programs and levels should consider the affordability of the compensation program on an ongoing basis
Balanced	Compensation programs should be designed to balance short-term and long-term business interests, employees' and stockholders interests, costs/benefits, and motivational value
Strategy and Culture	Compensation programs should support Quanta's overall business strategy and reflect Quanta's ownership culture
Prudent Risk Taking	Compensation programs should reflect the risk profile of Quanta's business and avoid motivating outsized risks that could materially impact the business
Transparent	Performance measures, outcomes, and administration of compensation programs should be communicated transparently to Quanta's interested stakeholders
Compliant	Quanta's compensation programs are designed and administered to comply with applicable laws and regulations, and should take into account investor and proxy advisor policies

During the first quarter of the fiscal year, the Compensation Committee determines the terms of our annual and long-term incentive plans for that year and establishes the performance metrics that will be used in evaluating the performance of the executives under the plans. In addition, the Compensation Committee establishes prospective base salary rates and target incentive percentages for each executive for the current annual and long-term performance periods. Following the end of the fiscal year, the Compensation Committee meets to discuss our prior year's performance, evaluate the performance of our executives, and determine the amounts, if any, that will be awarded to each executive under the incentive plans.

As set forth above, the Compensation Committee seeks to maintain the competitiveness of our executive compensation levels with those of our peers and competitors. The Compensation Committee considers various factors in determining overall compensation and each compensation component, including (i) the results of compensation benchmarking studies and changes in compensation practices of our competitors; (ii) economic and market conditions; (iii) changes in our business operations; (iv) the executive officer's position, experience, length of service and performance; (v) Company performance; and (vi) the judgment of each member of the Compensation Committee based upon prior experiences with executive compensation matters.

The Compensation Committee Charter grants to the Compensation Committee the authority to retain, at Quanta's expense, compensation consultants, outside legal counsel and other advisors, and to approve their fees. These advisors report directly to the Compensation Committee. During 2024, the Compensation Committee independently retained Frederick W. Cook & Co., Inc. ("FW Cook") to examine our executive compensation program and pay practices and the competitiveness of our executive compensation program relative to public company peer group data.

As required by Section 14A(a)(1) of the Securities Exchange Act of 1934, as amended, the Board provides Quanta's stockholders with an opportunity to act on an advisory vote to approve the compensation of Quanta's named executive officers. At the 2024 annual meeting of stockholders, over 93% of Quanta's stockholders voting on the "say-on-pay" proposal approved the compensation of our named executive officers as described in our proxy statement filed with the SEC on April 12, 2024.

For more information, see the 2025 Proxy Statement.

2-21 Annual total compensation ratio

For 2024, Quanta's last completed fiscal year:
- The median of the annual total compensation of all employees of Quanta (other than Quanta's CEO) was $115,503;
- The annual total compensation of Quanta's CEO was $15,626,189; and
- Based on this information, the ratio of the annual total compensation of Quanta's CEO to the median of the annual total compensation of all employees was 135 to 1.

For more information on how this ratio is determined, see the 2025 Proxy Statement.

2-22 Statement of sustainable development strategy

From electron generation to consumption, Quanta leads an industry in its greatest infrastructure investment cycle for more than a generation.

More than ever, our world is running on electricity, the lifeblood of society that fuels the economy. The increasing energy demand driven by Artificial Intelligence (AI) is significantly altering the trajectory of the Energy Transition by creating a new challenge for power grids, creating new demand for clean power generation, and connectivity to centers of high demand. At Quanta, we are responding to the challenge by playing a pivotal role in connecting the electron and building the electrical infrastructure that propels our nation into the future.

Even though Quanta's ability to capitalize on these opportunities is significant, we stay focused on what sets us apart—our people and family. Quanta is a family of companies, each with a unique culture and entrepreneurial spirit, and it is this community of individuals in these families that makes Quanta what it is today. The combined expertise and capabilities of every one of our companies make Quanta the first choice for infrastructure solutions that power modern life.

In this report, beyond highlighting our sustainability progress, I'm proud to showcase the people who make Quanta what it is. This year, we honor our long-serving industry veterans' unwavering dedication, commitment, and expertise, 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

3-3 Management Approach

Forging the Future – Enabling the Energy Transition

Key Impacts

- At Quanta, sustainability is all about creating an enduring positive impact on society. Our crews collaborate daily with our customers, always putting safety first and accelerating the transition to a lower-carbon economy.
- By supporting our customers and always putting safety first, we enable and accelerate the energy transition to a more sustainable future. As Quanta grows, so does our positive impact on the world.
- Underpinning our positive impact is our sustainability strategy, which aligns with many of the UN Sustainable Development Goals (SDGs)—a shared blueprint for peace and prosperity for people and the planet. At the intersection of creating value for both business and society, our projects have the power to make a better world by providing essential infrastructure, creating new jobs, enhancing social mobility, improving public health, and advancing the energy transition.
- Our continuing commitment to sustainability is embedded in our purpose. That commitment creates value for Quanta and our stakeholders by helping us identify new market opportunities to apply our services that help address society's most complex issues as North America's investment in the energy transition accelerates.

Commitments

Our strategy is clear and simple. We are committed to growing our positive impact on society by helping to accelerate the renewable infrastructure megatrend. At the same time, by investing in low-carbon solutions, we aim to reduce the carbon footprint of our operations, which is required to enable the North American energy transition to be built.

Our objective is to stand alongside our customers to address the pressing issue of climate change. Whether it involves constructing renewable infrastructure, increasing the adoption of zero-emission transportation, or enhancing the sustainability of our properties, we are committed to playing our part. Our efforts will include investing in advanced technologies to improve energy efficiency and integrating innovative practices across our operations, fostering a culture of sustainability within our workforce while promoting environmental stewardship in every aspect of our business.

While we are confident in our ability to meet these goals, we acknowledge considerable operational uncertainties in the near term regarding our ability to transition parts of our fleet to zero-emission alternatives. We will leverage our scale to increase collaboration with our suppliers and customers to broaden and further develop our climate solutions. This will enable us to work more closely together and achieve substantial progress in reducing our overall environmental footprint.

Our Climate Goals:

- **Source renewable energy equivalent to 100% of our North American facilities' total electricity consumption.**
- **Install at least 100 GW of renewable energy capacity by 2035 or earlier.**
- **Reduce our Scope 1 CO2 emissions intensity (g CO2/USD revenue) by at least 30% by 2040.**

2024 Actions Taken

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.

Innovating
- By pioneering new technologies, we develop products promoting sustainability and environmental responsibility.

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

Stakeholders Engaged
- Shareholders
- Customers
- Suppliers

3-3 Management Approach

Government Relations

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.

Key Impacts

- The political process impacts Quanta through government policies, legislation, and judicial and regulatory decisions. (positive/negative)

- Quanta's political and government affairs program supports our industries, customers, employees, communities, and shareholders while advancing our strategic initiatives.
- New/changing laws can fundamentally impact Quanta's operations or markets in which it does business; therefore, advocacy efforts and policymaking are critical to long-term Company success. (positive/negative)

Commitments

- We are committed to engaging in the political process with transparency and accountability, 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 and establishes clear guidelines for political contributions, lobbying efforts, and overall political engagement.

2024 Actions Taken

- The Chief Compliance Officer leads the oversight of the policy, with support from the Senior Director of Government Affairs.
- We publish an annual Political Engagement Report detailing our contributions and trade association memberships to promote accountability.
- 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.

Policies

- Quanta's Political Action Policy lays out its commitment to participating in the political process responsibly and in compliance with applicable federal, state, territorial, and local laws and regulations and reporting requirements.
- The making of political contributions and the performance of lobbying activities are regulated and controlled by federal, state, territorial, and local laws and regulations in the countries and jurisdictions where the company does business.
- Political Contributions made, or Lobbying Activity performed, in violation of these laws and regulations may result in (1) restrictions for Quanta's continued ability to operate in the relevant country or jurisdiction, (2) civil and criminal penalties for Quanta, (3) limitations on Quanta's ability to do business with relevant government entities and (4) harm to Quanta's reputation. This Policy establishes rules and guidelines for making Political Contributions or participating in Lobbying Activity on behalf of the Company. These rules and guidelines are intended to ensure compliance with applicable laws and regulations.

3-3 Management Approach

Key Impacts

- Quanta operates with the highest ethical standards and lawful conduct, using it as a competitive advantage for doing business and attracting and retaining employees. (positive)

- Quanta can be subject to anti-competitive activities, fraud, and requests for bribery, kickbacks, and facilitation of payments. Any misconduct can cause financial and reputational damage and negatively impact Quanta's financial results. (negative)
- Quanta can be impacted by the business practices of its business partners (e.g., suppliers, distributors), where ethical and sustainable practices can positively impact Quanta. At the same time, violations of the law and misconduct can cause Quanta reputational harm. (positive/negative)

Quanta complies with all applicable laws and has robust procedures to ensure compliance with applicable regulations. Quanta has over 60,000 employees. Individual employees may decide to act in violation of Quanta's policies. Quanta's policies, constant training, and communication aim to prevent these situations.

Commitments

- Quanta trains all full-time and part-time employees on the content of the Quanta Code of Conduct every year and provides supplemental training for targeted full- and part-time employees on Quanta's policies, according to their job profiles and responsibilities.
- Quanta investigates all reported potential misconduct and violations of applicable statutes or regulations, the Quanta Code of Conduct, or any internal Quanta policy.
- Quanta strictly forbids and does not tolerate retaliatory treatment of any kind against a whistleblower who, in good faith, exercises his/her right to report potential misconduct, or who makes a complaint or cooperates in an investigation, even if the allegation cannot be substantiated. If a retaliation complaint is substantiated, disciplinary measures will be taken.
- Quanta conducts due diligence on third parties based on risk profile.

2024 Actions Taken

- Quanta is committed to fostering a workplace rooted in integrity, accountability, 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 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 for all employees 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 Ethics Helpline, accessible online or by phone. Anonymous reporting is available where the law permits.
- Quanta enforces a strict zero-tolerance policy against retaliation, safeguarding 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 compliance matters and reports significant cases to our Board of Directors.

Policies

- Quanta's Code of Conduct explains the standards of behavior expected from all of us while we work. Our Code is built on our Core Values, representing who we are and what we stand for. The Code embodies our commitment to working ethically with employees, customers, shareholders, and communities.
- Quanta's Supplier Code of Conduct ("Code") applies to everyone who provides goods or services to or on behalf of Quanta (called "suppliers" in this Code). The document lays out principles and requirements of the Code, and we expect suppliers to ensure that all their employees and sub-suppliers who perform work for Quanta do the same.

- Quanta's Human Rights Policy details its commitment to respecting and promoting human rights for all its employees, affiliates, and partners, 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 the laws of the United States relating to human rights. The Company strives to maintain a work environment free of harassment and where people are treated fairly. This policy establishes requirements, procedures, and expectations detailing how company employees can help achieve these objectives.
- Quanta's Corporate Governance Guidelines include detailed recommendations and provide a framework for Quanta's governance. In recognition of the ongoing and energetic discussions about corporate governance, the Board will review and, if appropriate, revise these Guidelines from time to time.

Stakeholders Engaged

- Stockholders
- Customers
- Suppliers
- Quanta Governance and Nominating Committee

Anti-Corruption Due-Diligence

Quanta requires all employees to receive and acknowledge the company's Code of Conduct. Additionally, Quanta's Legal Compliance and Ethics ("LCE") team uses tailored definitions to determine which specific employees require mandatory targeted training on ethics and anti-corruption behaviors.

Training is provided on various topics throughout the year and refreshed annually. Each operating company is responsible for identifying employees and contractors based on the training-specific definition, which is then provided to LCE for enrollment and tracking. After the conclusion of a training campaign, completion reports are provided to Executive leadership and included in quarterly board 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 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.

2-23 Policy commitment

See the policies section in GRI 3-3 Management approach – Ethics & Compliance

2-24 Embedding policy commitments

Quanta's Code of Conduct summarizes Quanta's ethical principles and policies intended to deter and prevent corrupt activity such as bribery and ensure that the Company holds itself to the highest ethical standards. It also provides Quanta's position on various topics, including equal employment opportunity, respect in the workplace and environment, and health and safety.

All Quanta employees must understand and comply with all Company policies and applicable laws. As part of this expectation, Quanta has a program to train all employees (including part-time employees) annually on the Code to ensure that they understand and abide by its requirements. The Code training is mandatory and covers content

and expectations, including—but not limited to—diversity, inclusion, discrimination, and harassment. In addition, employees are provided in-depth training based on their job profiles to provide a more comprehensive knowledge of potential risks related to their job responsibilities.

Quanta has an unwavering commitment to ethical behavior and stands in opposition to any form of sexism, racism, discrimination, and harassment (sexual and non-sexual). Training is provided on various topics throughout the year and refreshed annually. Each operating company is responsible for identifying employees and contractors based on the training-specific definition, which is then provided to Quanta's Legal, Compliance and Ethics ("LCE") team for enrollment and tracking. After the conclusion of a training campaign, which is overseen by the Chief Compliance Officer (????), completion reports are provided to Executive leadership and included in quarterly board 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.

Further, Quanta's Supplier Code of Conduct is embedded into our procurement and supplier management process. Suppliers, including our sub-contractors and other related partners, are subject to the policies, guidelines, and expectations set out in the Supplier Code of Conduct. Impacted parties are expected to read, understand, and acknowledge their commitment to the Supplier Code of Conduct.

2-25 Processes to remediate negative impacts

Quanta investigates all suspected and reported misconduct and violations of the Code of Conduct. If an investigation involves a third-party conducting business with Quanta and misconduct is substantiated, measures are implemented per existing contracts and applicable laws. Quanta strictly forbids and does not tolerate retaliatory treatment against anyone, including a whistleblower who, in good faith, exercises their rights under this policy, makes a complaint, or cooperates in an investigation, even if the allegation cannot be substantiated. If a retaliation complaint is substantiated, disciplinary measures will be taken.

Internal controls related to Quanta's 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.

2-26 Mechanisms for seeking advice and raising concerns

Quanta employees and related third parties involved in business for or on behalf of Quanta are expected to behave in a way that protects Quanta's business interests, reputation, and each other. This includes promptly reporting any conduct inconsistent with its Code of Conduct, including discrimination or harassment, values, or the law.

Employees and other interested parties who have a question or desire to make a report regarding any ethics and compliance matters or any grievances can use the following confidential options:

- Ethics Line (third-party-managed service) – a safe, reliable, and convenient method to report grievances or ethical concerns by calling
- Make a report of a concern to their supervisors or other leaders

Quanta respects and protects any whistleblower who reports a grievance or escalates a concern about potential misconduct. It does not tolerate retaliation against anyone who reports a potential violation in good faith. Reports about alleged grievances, violations of the Code, or the law are provided at least quarterly to the Quanta Services

Inc. Audit Committee. Types of issues: conflicts of interest, environmental health and safety, human resources, misuse of assets, and others. All issues that require corrective action are appropriately addressed.

2-27 Compliance with laws and regulations

Quanta discloses material matters when they arise as required by the Securities and Exchange Commission. For additional information regarding Legal Proceedings, please refer to Quanta's Annual Report.

2-28 Membership associations

Membership Associations include:

Advanced Energy Economy Inc
Alaska Telephone Association (ATA)
American Assoc of Blacks in Energy
American Clean Power Association (ACP)
American Council on Renewable Energy (ACORE)
American Gas Association
Americans for a Clean Energy Grid (ACEG)
Assoc. For American Public Broadband
Association of Women in Energy
Blue-Green Alliance
BroadbandMT
Construction Financial Management Association (CFMA)
Edison Electric Institute
Fiber Broadband Association
Greater Houston Partnership
Interstate Natural Gas Association of America (INGAA) Foundation
KidWind - nonprofit Gale Force Education
National Electric Contractors Association (NECA)
National Energy Resources Organization
National Rural Electric Coop Assoc (NRECA)
Natural Allies for a Clean Energy Future
NC GreenPower Solar + Schools
Oregon Joint Use Association
Oregon Telephone Association (OTA)
PA Chamber of Business & Industry
Pipe Line Contractors Association (PLCA)
Power & Communication Contractors Assoc
Power and Communications Contractors Association (PCCA)
Renewable Energy Alliance (REAL) of Houston
Solar Energy Industries Association
Southwest Washington Contractors Association (SWCA)
Southwestern wind Energy Association
Texas Diversity Council

U.S. Business Roundtable
Washington Independent Telephone Association (WITA)
Western Caucus Foundation
Western Energy Institute
Wireless Infrastructure Assocation
Women in Renewable Industries and Sustainable Energy (WRISE)
Women's Energy Network of Houston
YPO Inc
Utility Safety and Ops Leadership Network
Construction Safety Research Alliance
National Safety Council
Occupational Safety and Health Administration
Electrical Transmission and Distribution Partnership
American Society of Safety Professionals
National Electricity Contractors Association
National Utility Contractors Association
Common Ground Alliance
Distribution Contractors Association
Pipe Line Contractors Association
Interstate Natural Gas Association of America
Associated General Contractors of America
Board of Canadian Registered Safety Professionals
Canadian Society of Safety Engineers
Alberta Construction Safety Association
National Construction Safety Executives
Mates in Construction
Chamber of Commerce and Industry WA
Safer Together
Board of Certified Safety Professionals

2-29 Approach to stakeholder engagement

We have regular discussions with our stakeholders, which help us better align our business operations with relevant issues. We regularly engage with a diverse range of stakeholders, including investors, customers, suppliers, community members, and nonprofits, to shape and extend the reach of our sustainability program. Through inclusive partnerships, Quanta teams regularly participate in various industry forums to help gather feedback and discuss emerging sustainability issues.

STOCKHOLDERS

We maintain close dialogue with investors to respond to their requests for information, allowing us to better align our business with social and environmental needs.

CUSTOMERS

We engage directly with our customers to better understand their preferences and collaborate on solutions and services to help meet their needs.

EMPLOYEES

We encourage our employees to contribute towards our strategic direction through events, awareness campaigns, and use surveys to gather feedback.

NON-PROFITS AND CIVIL SOCIETY

We value outside views on our strategy, gaining insights through individual and small-group dialogues, industry groups, and third-party events.

SUPPLIERS

Supplier collaboration is crucial to ensure they align with Quanta's ambitions and adhere to our Supplier Code of Conduct. Supplier outreach is supported by CDP and EcoVadis, who help Quanta understand its suppliers' sustainability strategies. In addition, Quanta made a concerted effort to engage with diverse suppliers by attending conferences focused on supplier diversity; hosting events to encourage interaction; sharing tips on how to do business with Quanta; and creating relationships for future activity.

2-30 Collective bargaining agreements

Approximately 32% of Quanta's workforce was covered by collective bargaining agreements as of December 31, 2024. For the employees not covered under the collective agreement, working conditions and terms of employment are based on local requirements and market-competitive practice in alignment with Quanta's core values. See additional information on Quanta's Code of Conduct. Within the Code, Quanta puts measures in place to facilitate desired behavior regarding freedom of association and collective bargaining. Quanta recognizes and respects all applicable labor and employment laws, including those addressing freedom of association, privacy, and equal employment opportunity, wherever it operates.

3-1 Process to determine material topics

Quanta's determination of material topics involves conducting a comprehensive assessment every two years, combined with annual reviews to assess the need for any updates. Quanta's executive leadership provides oversight to the materiality assessment and review. Quanta's materiality assessment is a critical exercise in our strategic planning process, enabling us to gain insights into the most relevant issues that may impact our business and stakeholders. This allows us to allocate resources effectively to achieve the ambitions associated with each topic.

An important component of our sustainability strategy is an ESG materiality assessment, as it helps us understand the ESG topics most important to our stakeholders and enables us to assess our strategy and commitments. In 2023, we conducted our second comprehensive materiality assessment, and we plan to update the assessment every two years. In years when we do not complete a full evaluation, we refresh and continuously improve our data collection and analysis processes, which helps us validate priorities relative to business risks and opportunities.

Our 2023 materiality assessment leveraged input from diverse internal and external stakeholders, including executives, employees, customers, suppliers, and investors, who rated the importance of each sustainability topic to Quanta's business. We utilized a third-party survey to conduct this anonymous assessment, ensuring candid and comprehensive feedback from our stakeholders. Twenty-four issues were identified as the most important sustainability considerations facing Quanta in the near to medium term and were weighted, prioritized, and segmented based on the stakeholder input.

In 2023, Quanta conducted an annual review of its material topics. The annual review process evaluated current sustainability priorities while assessing changes in business strategy, organizational structure, enterprise risks, sustainability-related industry trends and evolving sustainability standards. Based on this review, there were no changes to the identified material topics for 2023.

Stakeholders

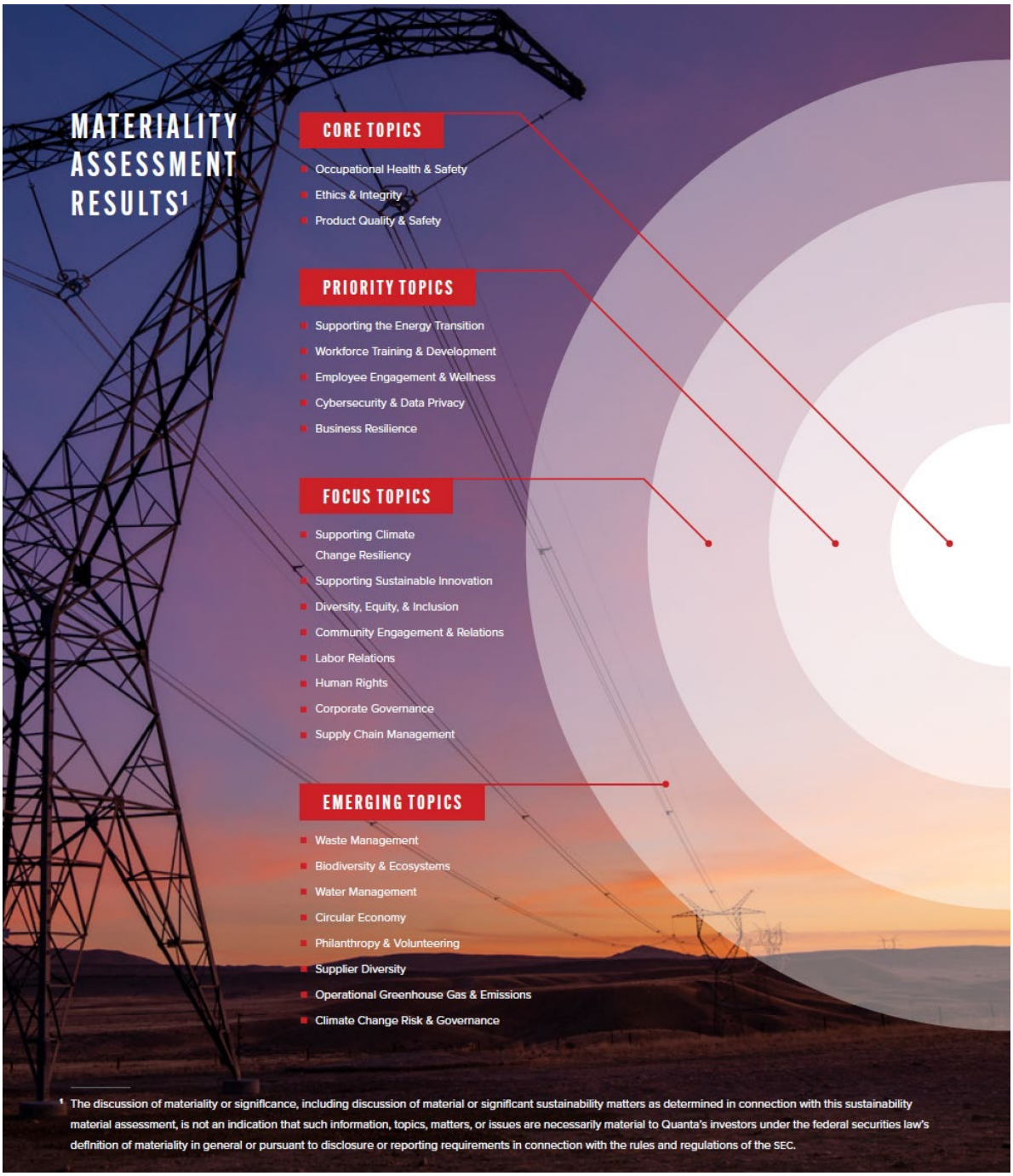
- Business leaders
- Communities
- Customers
- Employees
- ESG experts
- Executives
- Finance
- Functional leaders
- Public Affairs & Governmental Affairs
- Investors
- Legal
- Suppliers

3-2 List of material topics

Quanta's material topics for 2023 are presented in the matrix below. The matrix is based on the double materiality concept, which includes:

1) The impact the material topic has on Quanta: goals, business objectives, and strategy.

2) The external impact of Quanta through the topic on: people, planet, economy, and human rights.



In broad terms, the 2023 materiality assessment reaffirms and builds on the inaugural assessment conducted in 2021. The core priority topics identified in this latest assessment largely mirror the issues identified as highly material in the previous assessment, with Occupational Health and Safety and Ethics and Integrity remaining our business's top two material topics. In addition, close alignment was observed between stakeholders' and executives' scoring on most topics. Fifteen of the 24 issues assessed by management and stakeholders were within 5% of each other, suggesting that Quanta management is in tune with stakeholders' perception of material sustainability issues.

GRI 200 Economic standards

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed

In FY2024, Quanta generated a total economic value of $23.67 billion, comprising revenues from core operations. Economic value distributed included $20.2 billion in operating costs, $1.8 billion in selling, general and administrative expenses, $383 million in amortization of intangible assets, $203 million in interest and other financing expenses, and $285 million in income taxes. The retained economic value (Net income attributable to common stock of $905 million) was reinvested to support long-term growth.

201-2 Climate-related risks and opportunities

In FY2024, Quanta generated renewable energy infrastructure solutions revenues of $7.9 billion.

Our Renewable Energy segment provides comprehensive infrastructure solutions to customers that are involved in the renewable energy industry. Like our Electric Power operations, as an industry leader in the renewable energy space, we believe our collaborative, customer-focused, solutions-based approach coupled with our significant capabilities and scale differentiates us in the marketplace. Services performed generally include:

- engineering, procurement, new construction, repowering and repair and maintenance services for renewable generation facilities, such as utility-scale wind, solar and hydropower generation facilities and battery storage facilities; and
- engineering and construction services for substations and switchyards, transmission and other electrical infrastructure needed to interconnect and transmit electricity from renewable energy generation and battery storage facilities.

Business Environment

With respect to these services, we believe there is increasing demand for electricity due to, among other things, increased electrification trends and data center and other technology and manufacturing infrastructure construction, as well as certain regulatory requirements, consumer and investor preferences and state and federal policies. Importantly, increased adoption and technological advancements and efficiencies have resulted in wind and solar energy providing some of the lowest levelized costs of energy in the marketplace. When coupled with consumer preferences for clean energy, demand for renewable generation and related infrastructure has increased and is expected to result in sizeable, long-term investments, including meaningful repowering and modernization of existing assets. To that end, renewable energy developers are expected to continue to make significant investments in wind and solar projects, as well as energy storage projects. Utilities have increased the percentage of renewable electricity bought through power purchase agreements (PPAs) with renewable energy developers, and by investing directly in renewable generation facilities, which could expand significantly over time as they increase supply to meet load growth expectations and pursue clean energy strategies and emissions-reduction initiatives. Also, a growing number of corporate enterprises, particularly technology companies, are entering into PPAs with renewable energy developers to source renewable electricity to supply power directly to their facilities, as well as achieve their own carbon-reduction initiatives. Increased battery storage is also being constructed to enhance grid resiliency, balance load and integrate renewable energy. These dynamics necessitate the development and construction of related infrastructure, including high-voltage electric transmission and substation

infrastructure, that is necessary to interconnect and transmit electricity from new renewable energy generation facilities into the existing electric power grid.

In FY2024, Quanta generated emergency restoration services revenues of $654 million.

An increase in certain extreme weather events, such as hurricanes, tropical storms, wildfires, blizzards and ice storms, could create opportunities for us to perform a greater amount of emergency restoration services and, can increase customer spending on modernization, grid hardening and other infrastructure improvements (e.g., fire hardening programs and storm hardening programs). The timing and impact of these events is difficult to predict and can vary from period to period, and our emergency restoration services attributable to these events have fluctuated significantly in the last several years. Additionally, changes in climate could result in more accommodating weather patterns for greater periods of time in certain areas, which may enable us to increase our productivity in those areas.

201-3 Defined benefit obligations

OMISSION 201-3 Defined Benefit Obligations

Information not available. Quanta will continue to annually assess mechanisms to be able to report the amount of our workforce with defined benefit retirement plans. if any additional disclosure data is available in the future.

201-4 Government financial assistance

OMISSION 201-4 Government financial assistance

Information not available. Quanta will continue to annually assess mechanisms to be able to report the amount of government financial assistance, if any. if any additional disclosure data is available in the future.

GRI 202: Market Presence 2016

202-1 Entry-level wage compared to minimum wage

OMISSION 202-1 Entry-level wage compared to minimum wage

Information not available. Quanta will continue to annually assess mechanisms to be able to report the entry-level wage information. if any additional disclosure data is available in the future.

202-2 Local hiring of senior management

OMISSION 202-2 Local hiring of senior management

Information not available. Quanta will continue to annually assess mechanisms to be able to report local hiring of senior management. if any additional disclosure data is available in the future.

GRI 203: Indirect economic impacts 2016

203-1 Infrastructure investments

OMISSION 203-1 Infrastructure investments

Information not available. Quanta will continue to annually assess mechanisms to be able to report infrastructure investments. if any additional disclosure data is available in the future.

203-2 Broader economic impacts

At the intersection of creating value for both business and society, our projects have the power to make a better world by providing essential infrastructure, creating new jobs, enhancing social mobility, improving public health, and advancing the energy transition.

Craft-skilled labor is the heartbeat of Quanta. With tens of thousands of people trained annually, Quanta's investment in world-class training empowers our employees with the necessary skills to work at the highest quality, efficiency, and safety standards. Our graduates are empowered to have safe and rewarding careers, playing a critical role in operating, maintaining, and constructing a secure and reliable energy delivery system.

GRI 204: Procurement Practices 2016

204-1 Proportion of spending on local suppliers

Quanta recognizes the importance of supporting local suppliers and communities and strives to integrate this consideration into its procurement practices wherever feasible. While Quanta does not have a specific policy for

local procurement, it aims to balance the need for supply chain efficiency with its commitment to supporting local economies and reducing Quanta's environmental footprint. To achieve this balance, Quanta actively seeks out local suppliers in significant locations of operation and evaluates their capacity to meet its quality, sustainability and cost requirements. Where feasible and mutually beneficial, Quanta prioritizes procurement that supports local businesses and reduces transportation emissions.

OMISSION 204-1 Percent Spend With Local Suppliers

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption

Quanta is committed to upholding all applicable laws to prevent corruption and bribery. The company's Anti-Corruption Compliance Policy outlines essential guidelines and requirements for interactions with government officials, including the provision of gifts and entertainment, engagement with high-risk service providers, due diligence on business partners, and contributions to charitable and political causes. As part of its broader Legal Compliance and Ethics program, Quanta conducts annual training for all employees on this policy. This program is continuously refined based on regular risk assessments that help identify current and emerging compliance and ethical risks.

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 promote ethical practices and create a strong, diverse, resilient value chain based on trust and shared values. To ensure alignment, Quanta has implemented policies and engagement strategies defining expectations to drive 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.

205-2 Communication and training about anti-corruption policies and procedures

Quanta requires all employees to receive and acknowledge the company's Code of Conduct. Additionally, Quanta's Legal Compliance and Ethics ("LCE") team uses tailored definitions to determine which specific employees require mandatory targeted training on ethics and anti-corruption behaviors. Training is provided on various topics throughout the year and refreshed annually. Each operating company is responsible for identifying employees and contractors for additional training based on the training-specific definition, which is then provided to LCE for enrollment and tracking. After the conclusion of a training campaign, completion reports are provided to Executive leadership and included in quarterly board 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 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.

GRI 206: Anti-competitive Behavior 2016

205-3 Confirmed incidents of corruption and actions taken

There were zero confirmed incidents or cases of corruption in 2024.

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly

There were zero legal actions for anti-competitive behavior, antitrust, and monopoly in 2024.

GRI 207: Tax 2019

207-1 Approach to tax

OMISSION 207-1 Approach to tax

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

207-2 Tax governance, control, and risk management

OMISSION 207-2 Tax governance, control, and risk management

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

207-3 Stakeholder engagement and management of concerns related to tax

OMISSION 207-3 Stakeholder engagement and management of concerns related to tax

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

207-4 Country-by-country reporting

OMISSION 207-4 Country-by-country reporting

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

GRI 300 Environmental standards

GRI 301: Materials 2016

3-3 Management Approach

Transparency and Reporting

Key Impacts

- Environmental compliance with rules and regulations earns Quanta the privilege to conduct its operations. Compliance and transparency allow the Company to build trust, which is foundational to Quanta being recognized as a company with integrity. (positive)
- With large operations, failures of environmental compliance may result in negative impacts to a company's reputation, the environment, and society. (negative)

At 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.

We recognize the vital role biodiversity plays in maintaining healthy ecosystems and supporting overall health and well-being. Executing projects with responsible environmental management is critical to securing regulatory compliance, maintaining community support, and delivering value to local communities and stakeholders. By partnering with our customers, we prioritize a risk-management approach to managing the environmental impacts of our projects as a core part of our commitment to responsible and sustainable execution.

Where our operations impact biodiversity, we collaborate with our customers to restore habitats by planting native vegetation, while also seeking opportunities to contribute positively to environmental stewardship through participation in environmental research projects and local conservation initiatives. These plans aim to prevent, minimize, mitigate, and manage impacts on the ecosystem and biodiversity. Before completing any project, we take proactive steps to restore habitats, such as planting native vegetation, which can enhance biodiversity beyond its original state. By doing so, we aim to improve the natural ecosystems we interact with, ensuring that our presence minimizes harm and fosters positive environmental outcomes.

Commitments

• Quanta strives to comply with all laws and regulations in all regions where it operates.
• Quanta's commitment to collaborate with our customers to deliver projects that minimize environmental impact is key to the Company's success.

Policies

• Environmental Compliance Awareness Program

2024 Actions Taken

Internal Reporting Systems and Management

Quanta manages environmental data for reporting on waste, water, and emissions inventory systems. All Quanta operating units record their emissions and water use in the system annually. The data sets are compiled for accuracy and aggregated for corporate reporting purposes.

Accountability and Resourcing

The Board of Directors and the Environmental Steering Committee broadly oversee environmental and community policies and systems. The Vice President of Health, Safety, and Environment reports directly to the President and Chief Executive Officer. At each of our operations, we have designated employees leading Quanta's work in environmental management in collaboration with our customers. These employees are responsible for monitoring environmental management-related activities, managing incidents, and using the results to inform and implement improved practices.

Policies, Procedures, and Standards

Our Code of Conduct reflects our commitment to continually improving our environmental practices and ensuring they are integrated into all our activities. Quanta's operating companies implement the Environmental Management System (EMS), designed to meet the company's requirements and ensure regulatory and permit compliance. The EMS aims to anticipate, prevent, manage, and mitigate environmental risks and conditions that may harm the environment. The EMS complies with the International Organization for Standardization (ISO) and the American Petroleum Institute (API) Safety and Environmental Management System Model.

Memberships, Partnerships, and External Commitments

Quanta is a member of the Electric Utility Industry Sustainable Supply Chain Alliance (SCCA), which promotes best practices in sustainability for utility supply chain activities and supplier networks. SCCA develops and delivers guidance and training on key sustainability topics, including reporting greenhouse gas (GHG) emissions, sustainable infrastructure construction, human rights, and climate resilience.

Approach to Environmental Management

We are committed to regularly reporting on environmental issues and initiatives at our sites and conducting regular audits of their environmental compliance. We continually review our facilities and procedures, proactively assessing the environmental aspects and risks associated with our leased and owned facilities through regular site visits. These visits enable us to evaluate necessary environmental regulations and recommendations.

Managing Environmental Incidents

In the vast majority of cases, incidents are immediately managed and have no significant implications. We actively monitor and manage all incidents related to our activities, including those related to health and safety, communities, and the environment. Company-wide criteria have been established for sites to identify, report, and assess the severity of incident consequences. Sites are expected to follow up on all identified incidents to understand the impacts and implement corrective actions wherever possible.

Managing Employee and Community Feedback

Quanta provides response mechanisms at every project to ensure that those who wish to provide feedback on our business practices, including environmental management practices, can do so easily and, if desired, anonymously. Quanta's Ethics Helpline, which an independent third-party service provider manages, is available 24 hours a day, seven days a week, in various languages to Quanta employees and members of the public. All reports made to the Ethics Helpline are forwarded to Quanta's Legal Compliance & Ethics team for review and investigation.

Stakeholders Engaged

- Communities
- Regulators
- Executives

- Environment
- Economy

3-3 Management Approach

Climate and Operational Resilience

Key Impacts

Physical Risks: Changes in climate have caused and are expected to continue to cause, among other things, increasing temperatures, rising sea levelsand changes to meteorological and hydrological patterns, as well as impacts to the frequency and intensity of wildfires, hurricanes, floods, droughts, winter storms and other storms and other severe weather-related events and natural disasters. Our operating results can be significantly influenced by the climates in which we operate and by individual severe weather events, and these changes have and could continue to significantly impact our operating results. A greater amount of rainfall, snow, ice, or other less accommodating weather conditions, as well as an increase in severe weather events and natural disasters, reduces our productivity and causes delays and cancellations of our ongoing projects. For example, hurricanes and tropical storms in the U.S. Gulf Coast region have impacted our ability to perform industrial services operations during certain periods.

Physical risks associated with changes in climate have also increased hazards associated with certain of our operations, which in turn has increased the potential for liability and increased the costs associated with such operations. For example, severe drought and high wind speeds have significantly increased the risk of wildfires through our operating locateins, which in turn has exposes us and other contractors to an increased risk of liability, particularly as these events can be started by electrical power and other infrastructure on which we have performed services. Given the potentially significant liabilities associated with these events, to the extent we are deemed liableor are otherwise responsible for damages or other amounts associated with a wildfire event, it could have a material adverse impact our business. Furthermore, these climate conditions have also resulted in increased costs for wildfire-related third-party insurance and reduced the amount insurance carriers are willing to make available to us under such policies.

Physical Opportunities: An increase in certain of these physical events, such as hurricanes, tropical storms, wildfires, blizzards and ice storms, also creates opportunities for us to perform a greater amount of emergency restoration services and can increase customer spending on modernization, grid hardening and other infrastructure improvements (e.g., fire hardening programs and storm hardeningprograms). Additionally, changes in climate could result in more accommodating weather patterns for greater periods of time in certain areas, which may enable us to increase our productivity in those areas.

Transition Risks: The increasing focus on climate change has also impacted markets within our Underground Utility and Infrastructure Solutions segment. Certain services within this segment have experienced challenges and could continue to experience challenges related to a transition toward a carbon-neutral economy. For example, concerns about the impact of certain large pipeline projects on the environment, among other things, have contributed to significant delays and cancellations of certain projects in recent years and as a result of this and other reasons, we have decreased our strategic focus on these service offerings. Furthermore, a longer-term decline in demand for fossil fuels or refined products as a result of climate change concerns and/or regulation could further negatively impact these projects or negatively impact demand for our midstream and industrial services operations.

Transition Opportunities: Climate change has also caused, and is expected to continue to cause, changes in the markets in which we operate. For example, in support of the transition to a reduced carbon economy, utility customers are transitioning toward more sustainable sources of power generation, such as renewables (e.g., wind

and solar) coupled with battery storage technology, and are replacing aging, less efficient electric power infrastructure. Concerns regarding climate change are also leading to the increased electrification of consumer goods (e.g., electric vehicles), which is expected to provide continued additional demand for new and expanded electric power infrastructure and the reengineering of existing electric power infrastructure. We believe these market dynamics and technological advances provide significant opportunities for us, including increased demand for our renewable energy infrastructure services, as well as our portfolio of electric power infrastructure services.

Regulatory / Compliance Cost Risk: New legislation or regulation related to climate change could increase our costs. Most significantly, we maintain a large fleet of vehicles and a significant amount of construction machinery. Our fleet costs could significantly increase as a result of regulations related to vehicle emissions and requirements related to transitioning to electric fleet vehicles.

Quanta is driving governance practices to create long-term value for shareholders, strengthen accountability and build an agile company that can adapt and respond to changing conditions. Primary oversight is handled by Quanta's Executive Sustainability Team. The Executive Sustainability Team provides both sponsorship as well as acts as a point of escalation for Quanta's climate change response activities. There are several key teams involved in Quanta's risk management to effectively manage climate change and its implications:

- **Climate Reporting Group**: The group's purpose is to convene key stakeholders biannually to address issues related to climate change reporting. The goals include fostering understanding among committee members about how various groups impact and contribute to reporting processes, including metrics and inputs, while identifying critical issues faced by each. Additionally, the group aims to establish alignment on the information required for annual climate reporting and the methods used to gather supporting data.

- **Board Oversight**: Our Board, supported by committees, oversees the Company's sustainability risks and strategies. Led by our CEO, the Executive Management team plays a key role in considering sustainability risks and formulating the company's climate change response strategy. With support from other advisory functions, the Director of Sustainability is responsible for developing and executing Quanta's sustainability and climate change response program. The Director of Sustainability coordinates with other internal teams, working groups, investor relations, legal, and finance.

2024 Actions Taken

- Successfully developed and implemented the organization's inaugural, comprehensive Inventory Management Plan, establishing a structured framework for tracking and managing data related to environmental metrics and reporting.
- Achieved Limited Assurance certification for the first time, demonstrating a verified and credible level of confidence in the accuracy and reliability of reported climate-related data and disclosures.
- Significantly enhanced stakeholder engagement and participation in the use of automated data collection systems, improving the efficiency and precision of utility activity data acquisition processes.
- Improved both the accuracy and thoroughness of Scope 1 emissions data through refined measurement techniques, better data integration, and rigorous validation procedures.
- Adjusted and refined the boundaries of organizational reporting scope to align with the financial control methodology, ensuring consistency with broader financial reporting frameworks and principles.
- Expanded the Scope 3 emissions reporting by incorporating two additional relevant categories, providing a more complete and detailed picture of indirect environmental impacts.
- Embedded systems for tracking and operationalizing climate goals

Stakeholders Engaged

- Executive leadership team
- Regional leaders and operating units
- Business and functional leaders

- Community leaders
- Investors
- Suppliers

3-3 Management Approach

Circular Economy

Key Impacts

The concept of a circular economy has gained momentum as a potentially transformative approach to resource management. In contrast to the traditional linear take–make–dispose model, a circular economy promotes the continuous use and regeneration of materials, aiming to minimize waste and maximize resource efficiency.

Materials for projects may be purchased by the customer or front-end loaded by Quanta to maintain a steady supply. Regardless of the purchasing method, once the project is complete, the material is part of the completed project that is handed over to the customer. Despite this, there may be situations where excess materials remain at the end of projects.

Commitments

Because certain metals are uniquely recyclable with minimal degradation, scrap metal recycling is pivotal in transitioning towards a more sustainable and circular economy. This ensures a stable supply of essential raw materials for high-tech products while conserving resources, reducing energy consumption, and mitigating environmental impacts. Against this background, Quanta has recently established a standard process for handling and recycling scrap and excess materials from major projects. Quanta has partnered with one of the largest U.S. full-service scrap recyclers, which has the necessary experience with utility companies, reporting capabilities, a weight verification process, and material-handling capabilities. The materials to be recycled for recovery include copper wire, stainless steel, iron, and aluminum.

To accelerate the materials ecosystem, Quanta is working with partners to boost recycling rates for materials at Quanta operating companies' yards and depots to increase collection, sorting, and recycling of materials such as used oil, batteries, metals, and other scrap materials.

Stakeholders Engaged

- Value chain
- Customers
- Quanta Operating Companies

301-1 Materials used by weight or volume

OMISSION 301-1 Materials used by weight or volume

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

301-2 Recycled input materials used

OMISSION 301-2 Recycled input materials used

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

301-3 Reclaimed products and their packaging materials

OMISSION 301-3 Reclaimed products and their packaging materials

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

GRI 302: Energy 2016

3-3 Management Approach

Energy and Emissions Management

Key Impacts

- Quanta plays a leading role in building the energy transition. By partnering with our customers to accelerate the future of energy, the positive outcomes from achieving this goal will be substantial, resulting in reduced emissions and significant social and economic benefits. We want Quanta's legacy to be a cleaner, more sustainable future for all. (positive)
- Quanta uses a significant amount of energy from the combustion of gasoline, diesel, and aviation fuel in its vehicle fleet to perform its construction services. It operates those assets with a focus on improving energy efficiency over time. (positive/negative)
- Quanta's greenhouse gas (GHG) emissions are growing, primarily due to a combination of organic growth and acquisitions. In addition to organic growth, Quanta's business model includes strategic acquisitions aimed at creating 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 technologies to reduce environmental impact. (positive/negative)
- We operate infrastructure solutions that utilize trucks as a vital tool for enabling the energy transition to be built. For Quanta, fleet decarbonization extends far beyond simply putting drivers in electric vehicles (EVs): the transition requires the successful convergence of vehicle procurement, charging infrastructure, budgetary considerations, driver education, maintenance requirements, and more. Because we operate in remote locations with rigorous demands on crew and vehicles, our transition to electric vehicles could be slow. (negative)
- Quanta has a multi-generational plan to replace end-of-life emissions-intensive assets with higher-efficiency, lower-emissions assets. Quanta's size enables it to test and scale low-carbon technologies that will have a positive impact on the environment, society, and the economy. (positive)

Commitments

In 2023, we formulated three climate goals that align with our values and business strategy. Building the energy transition is our business. Here, we are committing to partner with our customers to transform the North American energy sector by building at least 100 GW of renewable energy capacity by 2035 or earlier while reducing the carbon intensity of our operations. To get there, we have identified different levers and set goals that align with our values, the UN SDGs, and key areas across different time horizons. Our strategy is clear and simple. We are committed to growing our positive impact on society by helping to accelerate the renewable infrastructure megatrend. At the same time, by investing in low-carbon solutions, we aim to reduce the carbon footprint of our operations, which is required to enable the North American energy transition to be built. Our objective is to stand alongside our customers to address the pressing issue of climate change. Whether it involves constructing renewable infrastructure, increasing the adoption of zero-emission transportation, or enhancing the sustainability of our properties, we are committed to playing our part. Our efforts will include investing in advanced technologies to improve energy efficiency and integrating innovative practices across our operations, fostering a culture of sustainability within our workforce while promoting environmental stewardship in every aspect of our business. While we are confident in our ability to meet these goals, we acknowledge considerable operational uncertainties in the near term regarding our ability to transition parts of our fleet to zero-emission alternatives. We will leverage our scale to increase collaboration with our suppliers and customers to broaden and further develop our climate solutions. This will enable us to work more closely together and achieve substantial progress in reducing our overall environmental footprint:

Goal 1: Our Footprint

Source renewable energy equivalent to 100% of our facilities' total electricity consumption.
Applicable to Quanta North American operations only.
Focus Area: Scope 2 emissions
Our Values: We are committed to using energy more efficiently and sourcing it more sustainably
Period: Short-term target (immediate)

Goal 2: Our Energy Transition Impact

Install at least 100 GW of renewable energy capacity by 2035 or earlier.
Focus Area: Renewable Energy Installed
Our Values: By supporting our customers' decarbonization ambitions, we are enabling and accelerating the transition to a lower-carbon future.
Period: Medium-term target (2035 or sooner)

Goal 3: Our Energy Transition Impact

Reduce our Scope 1 CO2 emissions intensity (g CO2/USD revenue) by at least 30% by 2040.
Focus Area: Scope 1 emissions
Our Values: We are committed to decoupling our carbon emissions from our business growth by investing in low-carbon solutions, such as electric fleet assets.
Period: Long-term targets (2040 or sooner)

Policies

Our board of directors, supported by key committees, oversees overall sustainability risk and strategy. Led by our CEO, the Executive Management team plays a crucial role in assessing sustainability risk and formulating the overall direction. With support from other advisory functions, the Director of Sustainability is responsible for developing and executing Quanta's sustainability program. Individual Environmental and Social Steering Committees have been set up to augment existing governance frameworks and coordinate with other internal teams, working groups, investor relations, legal, and finance. In 2023, we refined a detailed sustainability scorecard system for each Quanta operating company to benchmark its sustainability performance at a more granular level. The scorecard addresses material topics aligned with our most relevant sustainability issues, enabling us better to understand sustainability performance at the operating company level. Aggregating these results allows us to track progress and stimulate discussion about what measures are best suited for the individual needs of each operating company.

2024 Actions Taken

Emissions Management

Scopes 1 and 2 GHG emissions are tracked internally quarterly for Quanta's operating companies. Quanta is instituting improved reporting controls for GHG emissions from these operating units. Scope 1, 2, and 3 GHG emissions are reported externally on an annual basis for the Company overall.

- Successfully developed and implemented the organization's inaugural, comprehensive Inventory Management Plan, establishing a structured framework for tracking and managing data related to environmental metrics and reporting.
- Achieved Limited Assurance certification for the first time, demonstrating a verified and credible level of confidence in the accuracy and reliability of reported climate-related data and disclosures.

- Significantly enhanced stakeholder engagement and participation in the use of automated data collection systems, improving the efficiency and precision of utility activity data acquisition processes.
- Improved both the accuracy and thoroughness of Scope 1 emissions data through refined measurement techniques, better data integration, and rigorous validation procedures.
- Adjusted and refined the boundaries of organizational reporting scope to align with the financial control methodology, ensuring consistency with broader financial reporting frameworks and principles.
- Expanded the Scope 3 emissions reporting by incorporating two additional relevant categories, providing a more complete and detailed picture of indirect environmental impacts.
- Embedded systems for tracking and operationalizing climate goals

Progress Against Climate Goals

Goal 1: Our Footprint

Source renewable energy equivalent to 100% of our facilities' total electricity consumption.
Applicable to Quanta North American operations only.
Focus Area: Scope 2 emissions
Our Values: We are committed to using energy more efficiently and sourcing it more sustainably
Period: Short-term target (immediate)
2024 Progress: For the second consecutive year, we sourced Renewable Energy Certificates (RECs) to offset our electricity consumption

Goal 2: Our Energy Transition Impact

Install at least 100 GW of renewable energy capacity by 2035 or earlier.
Focus Area: Renewable Energy Installed
Our Values: By supporting our customers' decarbonization ambitions, we are enabling and accelerating the transition to a lower-carbon future.
Period: Medium-term target (2035 or sooner)
2024 Progress: In 2024, Quanta added 10GW of utility renewable capacity (wind, solar, BESS). This represents approximately **25%** of all U.S. utility renewable additions in 2024

Goal 3: Our Energy Transition Impact

Reduce our Scope 1 CO2 emissions intensity (g CO2/USD revenue) by at least 30% by 2040.
Focus Area: Scope 1 emissions
Our Values: We are committed to decoupling our carbon emissions from our business growth by investing in low-carbon solutions, such as electric fleet assets.
Period: Long-term targets (2040 or sooner)
2024 Progress: Driven by a change in business mix, in 2024, Quanta's carbon intensity dropped significantly, resulting in the target being met significantly sooner than anticipated. Efforts are underway to consider alternative carbon reduction goals that can accommodate the change in business mix.

Stakeholders Engaged

- Executive Leadership Team
- Quanta Operating Companies

302-1 Energy consumption within the organization

Quanta accounts for energy consumption within its organization. The energy content of purchased fuel and gas used for energy consumption for our fleet and facilities (scope 1) is reported in terms of high heating value (HHV), based on fuel composition and metering. Fuels purchased are primarily gasoline, diesel, aviation fuel, LNG, and natural gas, with a small percentage consisting of other fuel types. Total energy consumption in 2024 was lower than in 2023, reflecting a change in the business mix.

Direct Energy Consumption (Scope 1), Vehicle Fuel

Category	Units		2019	2020	2021	2022	2023	2024
Diesel fuel	TJ		5,947	4,851	5,605	7,348	7,994	7,680
Gasoline	TJ		2,676	2,500	2,776	3,419	3,634	3,689
Liquefied natural gas (LNG)	TJ		52	56	59	84	72	97
Aviation fuel			66	271	284	334	360	190
Total vehicle fleet energy consumption	**TJ**		**8,741**	**7,678**	**8,724**	**11,185**	**12,060**	**11,656**

Facility Energy Use (Scope 1)

Category	Units		2019	2020	2021	2022	2023	2024
Natural Gas	TJ		26.8	26.5	26.2	33.7	41.6	138.3

Facility Purchased Electricity (Scope 2)

Category	Units		2019	2020	2021	2022	2023	2024
Electricity	TJ		22.8	27.1	35.3	59.8	71.6	119.2

Total Energy Consumption

Category	Units		2019	2020	2021	2022	2023	2024
Scope 1 energy consumption	TJ		8,768	7,705	8,750	11,219	12,102	11,794
Scope 2 energy consumption	TJ		22.8	27.1	35.3	59.8	71.6	119.2
Scope 1 and 2 energy consumption, total	TJ		**8,791**	**7,732**	**8,786**	**11,279**	**12,173**	**11,914**

302-2 Energy consumption outside of the organization

OMISSION 302-2 Energy consumption outside of the organization

Information not available. Quanta will continue to annually assess mechanisms to be able to report the percentage of spend with local suppliers if any additional disclosure data is available in the future.

302-3 Energy intensity

Energy intensity is calculated by dividing total energy consumption by total revenue. Overall, energy intensity for 2024 increased compared with 2023 due to a change in work mix.

Total Energy Intensity

Category	Units		2019	2020	2021	2022	2023	2024
Scope 1 energy intensity	KJ/USD revenue		724	688	674	657	580	498
Scope 2 energy intensity	KJ/USD revenue		1.9	2.4	2.7	3.5	3.4	5.0
Scope 1 and 2 energy consumption, total	KJ/USD revenue		**726**	**690**	**677**	**661**	**583**	**503**

302-4 Reduction of energy consumption

Quanta tracks overall energy intensity and consumption year over year as key metrics. However, due to the scale, magnitude, and complexity of our operations, it does not quantify the energy savings associated with specific initiatives. Below are some recent examples of energy efficiency programs:

Electric Power Tools: Reduced Emissions & Workplace Hazards

Our partnership with Milwaukee Tool enables us to transition to battery-powered cordless systems, creating a more sustainable construction environment while increasing productivity and reducing costs. Quanta continues to purchase the MX FUEL range of Milwaukee Tool, which provides the equivalent power of corded and gas-powered light equipment, improving user health and safety by eliminating harmful fumes and reducing noise and vibration. Battery-powered hand tools can increase productivity by allowing users to work in confined spaces with less ventilation and offer increased mobility within the job site. This can reduce worker fatigue, as fewer additional items are needed to perform the task at hand. In addition, cordless tools reduce tripping hazards and are easier to store, maximizing storage space. Additionally, battery-powered tools do not require gas or oil, which generally

results in cost savings over the tool's lifetime, as well as eliminating the potential for deferred filter maintenance or incorrect fuel mixture, which can cause damage to engine components. In addition to increasing job site efficiency and safety, replacing gas-powered tools with battery-operated tools can have a positive impact on reducing greenhouse gas (GHG) emissions. For example, replacing a gas-powered saw with the MX FUEL™ 350 mm Cut-Off Saw can reduce scope 1 GHG emissions by 72%.2 For 500 of these tools being used on average 200 days a year and displacing two gas tank refills a day, this equates to an annual savings of 2,400 tons of CO2.

Vehicle Modernization and Electrification

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 technologies to reduce environmental impact. By gaining access to Quanta's capital, newly acquired companies can upgrade their fleet vehicles and properties. Replacing older vehicles with fuel-efficient models boosts efficiency and lowers carbon emissions per dollar of revenue generated. In early 2024, we took delivery of our first all-electric Chevrolet Silverado trucks. This represents the beginning of a long-term commitment to transform, where practical, our fleet of on-road vehicles to low- and zero-emission technologies and employ the most advanced vehicle technologies to perform our services efficiently and safely across the regions we operate in.

302-5 Reductions in energy requirements of products and services

Quanta performs construction services for its customers that may involve the modernization of critical grid infrastructure or the installation of renewable energy (wind, solar and BESS) infrastructure that results in the avoidance of greenhouse gas emissions (GHG). Although Quanta does not quantify these benefits, the following are some recent project initiatives that have resulted in lower energy requirements.

Installing SF6-Free Solutions for Sustainable Power Grids

A Quanta operating company is collaborating with Hitachi Energy to introduce innovative switchgear technology that addresses the emissions of sulfur hexafluoride (SF6), offering significant environmental benefits. For almost half a century, sulfur hexafluoride (SF_6) has been the norm in the electrical industry due to its excellent insulation and switching capabilities. However, SF_6 is a potent greenhouse gas with a global warming potential 23,500 times greater than CO2 for over 1,000 years—significantly longer than CO2, which remains for less than 200 years. This innovation enables utilities and operators to devise SF6 phase-out strategies, facilitating the replacement, retrofitting, or installation of new switchgear without the need for new construction, requiring only minimal technical adjustments and training.

Building Microgrids: Enhancing Resilience and 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 reliable electricity. Additionally, they can include energy efficiency upgrades to the property to reduce 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 and help avoid public safety shutoffs, ensuring customers have safe and reliable energy. Additionally, remote grids offer significant environmental benefits, as they are typically powered by at least 70% renewable energy sources.

Driving Efficiency with HVDC

Quanta operating companies are also collaborating with Hitachi to install HVDC Light technology, which is known for its efficiency in transmitting large amounts of power over long distances. This is especially beneficial for integrating renewable energy sources, such as wind farms, into the grid. The technology's voltage source converter (VSC) design ensures precise control and minimal transmission losses. A life-cycle assessment study revealed that HVDC Light reduces conversion losses by nearly two-thirds relative to previous generations and significantly lowers the environmental impact of materials used in station construction.

Displacing Diesel and Increasing Safety on Jobsites

Quanta's operating company, Sherman and Riley, has developed electric drive train 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 CARB-approved onboard rapid recharger, supporting multiday use and job site exceptions.

Low-Carbon Blackstart and HV line Energization with the PROMIS Unit

The PROMIS mobile energy storage system by Innoversa Mobile Solutions was recently utilized to energize 69 kV and 345 kV lines. The energization through the PROMIS unit eliminates the need for a diesel generator to power up the lines. Unlike traditional black start systems that rely on diesel generators or fossil-fuel turbines, PROMIS offers a clean, quiet, carbon-neutral, and cost-effective alternative. It can quickly restart the power system without external power, providing critical reliability, enhancing grid stability, and delivering significant cost savings.

GRI 303: Water and Effluents 2018

3-3 Management Approach

Water Stewardship

Key Impacts

- Quanta uses water in some of its construction projects and at its facilities. Effective water stewardship is crucial for the Company's long-term viability and the health of its watershed. (negative)
- Water scarcity is recognized and addressed as a climate-related threat. (negative)
- Quanta is committed to partnering with its customers and taking collaborative action to improve and protect the health and viability of its watershed. (positive)

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.

Quanta's water risk management approach recognizes that every site and business is accountable for water, and certain watersheds require additional measures to address specific water stress challenges. High-level screening may also be supplemented with key engagement at the site level.

2024 Actions Taken

Quanta companies employ various approaches to conserve water and prevent erosion. In addition to the project examples below, some Quanta facilities utilize innovative irrigation technology to limit or eliminate landscaping irrigation when sufficient rainfall is available for the facilities. Examples include:

- Pumping and use of construction vault water or stormwater infiltrations (when determined clean) to use as a fugitive dust suppressant along right-of-ways
- Reuse of water used for flood holes by drill crews. This reduces the need to construct dewatering infrastructure and minimizes the need to source additional water.
- Equipment handling and washing facilities that utilize 100% recycled water and a process that ensures bacterial organisms are contained in the sump systems, eliminating the need for transport to a contaminated material disposal site. The system circulates water through the entire sump system, introducing oxygen to the water, thereby removing bacterial organisms that can produce unwanted odors.
- Installation of water diversion berms to direct water from the erosion of vegetation
- Re-installation of topsoil and hydro-seeding to assist with quick re-growth upon project completion
- Restoration of hillsides and repairing of water diversion swales and culverts
- Use of a high-efficiency wash-bay facility to eliminate the transport of invasive disease to different sites. This unique and efficient equipment wash bay includes undercarriage sprayers that reduce the time for washing an excavator from six hours to 40 minutes. The design of the wash bay traps dirt and sediments in a pit, allowing for the water to be captured and recycled throughout the system.
- Not fueling within 100 meters of any water course and installing biodegradable oil in heavy equipment working on or near environmentally sensitive areas

Stakeholders Engaged

- Partners
- Project teams
- Business leaders
- Communities

303-1 Interactions with water as a shared resource

Quanta is working to advance water stewardship across its family of operating companies. To ensure water security, it is essential to continue making advancements in restoring watersheds and protecting ecosystems by exploring new opportunities with existing partnerships and collaborating with customers, suppliers, communities, and other companies. Our water consumption at our facilities is limited, with water consumed on projects not reported because of lack of metering.

Water Scarcity

Category	Units		2019	2020	2021	2022	2023	2024
% of Quanta facilities in water stresssed areas	%		-	-	-	-	-	13

303-2 Management of water discharge-related impacts

303-2 Management of water discharge-related impacts

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

303-4 Water discharge

303-4 Water discharge

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

303-5 Water consumption

To determine water consumption based on Quanta's activities, metered consumption at our owned and leased facilities are recorded.

Total Water Consumption

Category	Units		2019	2020	2021	2022	2023	2024
Total water intake, Quanta facilities	Thousand Gallons		22,161	24,136	30,390	36,145	39,785	51,650
Water intensity, Quanta facilities	Gallons/Thousand USD revenue		1.83	2.15	2.34	2.12	1.91	2.18

GRI 304: Biodiversity 2016

3-3 Management Approach

Biodiversity

Key Impacts

- The safe and sustainable execution of Quanta's projects and certain activities tied to the supply chain relies on, and may contribute to, biodiversity impacts from land use, freshwater use, resource extraction, climate change, and pollution. There is an inextricable link between greenhouse gas (GHG) emissions management, water, and biodiversity. (negative)
- Quanta's biodiversity and ecosystem management focuses on habitat restoration and management within projects. (positive)

At 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. We recognize the vital role biodiversity plays in maintaining healthy ecosystems and supporting overall health and well-being. Executing projects with responsible environmental management is critical to securing regulatory compliance, maintaining community support, and delivering value to local communities and stakeholders. By partnering with our customers, we prioritize a risk-management approach to managing the environmental impacts of our projects as a core part of our commitment to responsible and sustainable execution.

Where our operations impact biodiversity, we collaborate with our customers to restore habitats by planting native vegetation, while also seeking opportunities to contribute positively to environmental stewardship through participation in environmental research projects and local conservation initiatives. These plans aim to prevent, minimize, mitigate, and manage impacts on the ecosystem and biodiversity. Before completing any project, we take proactive steps to restore habitats, such as planting native vegetation, which can enhance biodiversity beyond its original state. By doing so, we aim to improve the natural ecosystems we interact with, ensuring that our presence minimizes harm and fosters positive environmental outcomes.

Commitments

- Responsible environmental management and responsible project execution are integral to meeting regulatory requirements, maintaining community support for our activities, and creating value for the communities near our operations and our stakeholders. Meeting or exceeding environmental standards contributes to the long-term sustainability of communities and ecosystems. Due to the physical disturbance of the land, our services have the potential to impact the environment. Many of these potential impacts are mitigated or avoided altogether through proper risk management. Together with our customers, we develop a risk-based approach for creating environmental and biodiversity management plans to prevent, minimize, mitigate, and manage ecosystem and biodiversity impacts. Before completing a project, we restore habitats by planting native vegetation, potentially enhancing biodiversity beyond its initial state.
- The Board of Directors and the Environmental Steering Committee broadly oversee environmental and community policies and systems. The Vice President of Health, Safety, and Environment reports directly to the President and Chief Executive Officer. At each of our operations, we have designated employees leading Quanta's work in environmental management in collaboration with our customers. These employees are responsible for monitoring environmental management-related activities, managing incidents, and using the results to inform and implement improved practices.

- We are committed to regularly reporting on environmental issues and initiatives at our sites and conducting regular audits of their environmental compliance. We continually review our facilities and procedures and proactively assess the environmental aspects and risks of its leased and owned facilities by conducting regular site visits to evaluate necessary environmental regulations and recommendations.
- In the vast majority of cases, incidents are immediately managed and have no significant implications. We actively monitor and manage all incidents related to our activities, including those related to health and safety, communities, and the environment. Company-wide criteria have been established for sites to identify, report, and assess the severity of incident consequences. Sites are expected to follow up on all incidents identified to understand the impacts and to implement corrective actions wherever possible.
- Quanta provides response mechanisms at every project to ensure that those who want to give feedback on our business practices, including environmental management practices, whether it's a comment, question, or concern, can do so easily and, if they wish, anonymously. Quanta's Ethics Helpline, managed by an independent third-party service provider, is available 24 hours a day, seven days a week, in various languages to Quanta employees and the public. All reports made to the Ethics Helpline are forwarded to Quanta's Legal Compliance & Ethics team for review and investigation.

Policies, Procedures, and Standards

Our Code of Conduct reflects our commitment to continually improving our environmental practices and ensuring they are integrated into all our activities. Quanta's operating companies implement the Environmental Management System (EMS), designed to meet the company's requirements and ensure regulatory and permit compliance. The EMS aims to anticipate, prevent, manage, and mitigate environmental risks and conditions that may harm the environment. The EMS complies with the International Organization for Standardization (ISO) and the American Petroleum Institute (API) Safety and Environmental Management System Model.

Memberships, Partnerships, and External Commitments

Quanta is a member of the Electric Utility Industry Sustainable Supply Chain Alliance (SCCA), which promotes best practices in sustainability for utility supply chain activities and supplier networks. SCCA develops and delivers guidance and training on key sustainability topics, including reporting greenhouse gas (GHG) emissions, sustainable infrastructure construction, human rights, and climate resilience.

2024 Actions Taken

Quanta's environmental teams provide compliance monitoring for our construction projects using several technological innovations that enable ease of data sharing and prompt feedback to teams on potential issues that may need to be addressed. The team provides customized data collection tools for sensitive resource features, such as bird nests. Information about the species occupying 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 where erosion and sediment control measures have been inspected and if 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 well as ensuring that sensitive resource areas, such as cultural sites, wetlands, and other biologically sensitive areas, are avoided. Quanta has built a proof of concept for a geofence alert that alerts crews if they are approaching a sensitive resource area or where land rights have not been acquired. This technological tool will 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.

By replacing manual inspections with aerial surveillance, Quanta companies utilize drones to enhance infrastructure inspections, damage assessments, and project planning 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 expand drone technology's application in the Utility industry further. 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 industry.

SunZia Transmission is setting a benchmark in mitigation projects, including the restoration of thousands of acres of wildlife habitat and the investment 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. During the SunZia project, a collaborative effort between landowners, a local saguaro farm, Pattern Energy, and Quanta Services has been instrumental in preserving Arizona's iconic desert landscape. A primary 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 large, tree-like saguaro cactus, found exclusively in the Sonoran Desert, is closely tied to Arizona’s identity and is an essential component of the desert’s ecosystem. Although it’s not on the threatened or endangered species list, Arizona has strict regulations regarding the harvesting, collecting, or destruction of this species. 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.

Utilities are facing increasing wildfire risks driven by changing climate patterns, aging infrastructure, and the expansion of wildland-urban interfaces (WUI). 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 tailored explicitly 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 that pinpoint 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. These data-driven insights empower utilities to make informed decisions and create actionable strategies for risk management and operational planning. As a result, utilities are now better equipped to manage wildfire risks in their service areas with strategies that align with their unique needs and environmental conditions.

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 aimed at minimizing 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.

Stakeholders Engaged
- Customers
- Communities
- Internal and external stakeholders

304-1 Operational sites owned, leased, managed in, or adjacent to, protected

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.

To identify the potential impacts of Quanta operating sites on nature, a screening process is underway to map the location of Quanta facilities and assess the area's importance from a biodiversity perspective.

Operating Sites (Owned and Leased) Adjacent to Water-Stressed Areas

Category	Units		2019	2020	2021	2022	2023	2024
Total area, Quanta facilities	Acres		-	-	-	36,145	39,785	51,650
% of Quanta facilities in water-stressed areas	%		-	-	-	-	-	13%

304-2 Significant impacts of activities, products and services on biodiversity

At Quanta, we understand that further progress in reducing biodiversity loss relies on the improved quantification of the connections between drivers of habitat loss and subsequent biodiversity impacts. Therefore, our goal is to measure our environmental impact where possible and work with our customers on post-construction ecological restoration, where Quanta operating companies make efforts to return sites as close as possible to their original condition after completing construction in an area. This will enable us to track our progress and develop programs that use these metrics as benchmarks for measuring our progress. As a starting point, this year, we have measured the physical footprint of our facilities because we know that our facilities impact the environment. Given the complexity of our construction work, measuring the amount of land disturbed during our projects is daunting due to the sheer number of projects and continually changing conditions in the field during construction. However, this year, we have made significant progress using geographic information system (GIS) data of our major right-of-way projects to estimate the amount of land disturbed on large transmission and pipeline projects over 100 miles long that Quanta operating companies perform for customers. We anticipate using this information as a platform for greater biodiversity-related disclosure in years to come.

Total Area Impacted, Significant Projects

Category	Units		2019	2020	2021	2022	2023	2024
Total area impacted, major transmission projects (>100 mile only)	Acres		-	-	-	49,785	79,580	79,580
Total area impacted, major pipeline projects (>100 mile only)	Acres		-	-	-	22,975	9,085	9,090
Total area impacted, major fiber projects (>100 mile only)	Acres		-	-	-	-	-	12,605

304-2 Significant impacts of activities, products and services on biodiversity

Restoration or protection activities in 2024 include:

Location of Habitat	Habitat Type & Size	Restoration Measure	Third-Party Approval	Partnerships with Third Party to Protect or Restore Other Areas	Status of Area	Standard or Methodology Used
Lazy Q Ranch, La Grange, Texas	2,300 Acres	Reintroduction and sustainable management of native species such as Northern Bobwhite Quail, Rio Grande Turkey, and White-tailed Deer	Managed Lands Deer Program (MLDP) Level 3 accreditation	Texas Parks and Wildlife Department (TPWD)	On-going	NA
Desert habitats in New Mexico and Arizona, including the Sonoran Desert, Arizona	Spans approximately 550 miles across New Mexico and Arizona	Relocate over 15,000 saguaros and agave plants	NA	Local Land-Owners	On-going	NA

304-4 IUCN Red List species and national conservation list species with habitats

OMISSION – 304-4 Red List species and national conservation list species with habitats in areas affected by operations

Information not available. Quanta has not confirmed where its activities pose an actual threat to endangered plant and animal species and will continue to annually assess available reporting mechanisms for future disclosures.

GRI 305: Emissions 2016

3-3 Management Approach

Energy & Emissions Management

Scope 1, 2, and 3 GHG emissions are collected and accounted for following the WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Quanta reports GHG emissions under the financial control approach criteria described in this standard. In 2024, Quanta launched its first suite of climate goals, aligning with its business strategy and core values. These goals address our Energy Transition impact, Scope 1, and Scope 2 emissions.

305-1 Direct (Scope 1) GHG emissions

In addition to the above, Scope 1 GHG emissions are accounted for using emissions factors based on the United Nations Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6). Overall, Scope 1 emissions decreased in 2024 compared to 2023, primarily due to a shift in the business mix.

GHG Emissions (Scope 1)

Category	Units		2019	2020	2021	2022	2023	2024
Scope 1 Emissions	Metric tons CO2e		652,566	572,981	651,011	834,070	899,824	874,560

Quanta does not have emissions of perfluorocarbons (PFCs), sulfur hexafluoride (SF6), nitrogen trifluoride (NF3). Or biogenic CO2 emissions. The Global Warming Potential (GWP) factors used for the conversion to CO2e are sourced from the UN IPCC Sixth Assessment Report (AR6), specifically the 100-year global warming potential (GWP-100) values. Quanta's GHG emissions data included in the sustainability report are accounted for using the financial control approach.

305-2 Energy indirect (Scope 2) GHG emissions

Scope 2 emissions reflect power purchases to supply office, yard, depot, and manufacturing operations at Quanta operating sites. These are calculated in accordance with the GHG Protocol Scope 2 Guidance, which encompasses both location-based and market-based methods.

GHG Emissions (Scope 2)

Category	Units		2019	2020	2021	2022	2023	2024
Scope 2 CO2 emissions, location-based	Metric tons CO2e		2,951	3,008	3,469	6,336	8,098	12,865
Scope 2 CO2 emissions, market-based	Metric tons CO2e		2,951	3,008	3,469	5,745	7,546	12,337

In 2024, Quanta's Scope 2 location and market-based emissions increased due to the impact of acquiring operating companies with relatively high power demand due to manufacturing operations. Quanta's GHG emissions data included in the sustainability report are accounted for using the financial control approach.

305-3 Other indirect (Scope 3) GHG emissions

Quanta continues to enhance its Scope 3 carbon accounting practices, aiming for a more accurate and comprehensive view of Scope 3 emissions. Internally, Quanta is undertaking an exercise to evaluate the potential to report additional Scope 3 emissions categories in the future. Quanta's GHG emissions data included in the sustainability report are accounted for using the financial control approach.

GHG Emissions (Scope 3)

Category	Units		2019	2020	2021	2022	2023	2024
Category 3: Fuel and Energy Related Activities	Metric tons CO2e		-	-	-	-	214,325	192,463
Category 6: Business Travel (estimated)	Metric tons CO2e		18,471	13,307	16,429	20,359	29,125	28,209
Category 7: Employee Commuting (estimated)	Metric tons CO2e		52,586	41,227	52,561	54,385	65,738	117,945
Category 8: Upstream leased assets	Metric tons CO2e		-	-	-	-	12,694	17,590

305-4 GHG emissions intensity

GHG emissions intensity is calculated by summing the Scope 1 emissions data and dividing it by revenue. The Scope 2 value uses the market-based emissions value divided by MJ of fuel consumed. The revenue value used in this calculation is the total revenue of the entire Quanta company. Quanta observed an overall decrease in GHG emissions intensity relative to 2023 due to a shift in work mix to less intensive operations.

GHG Emissions (Intensity)

Category	Units		2019	2020	2021	2022	2023	2024
Scope 2 emissions intensity	gCO2e/ MJ		129.4	111.0	98.3	96.1	105.4	103.5
Vehicle fleet emissions intensity	gCO2e/ USD revenue		53.8	51.0	50.1	48.8	43.0	36.6

Scope 1 CO2 emissions intensity, total	gCO2e/ USD revenue		53.9	51.1	50.2	48.9	43.1	36.9
Scope 1 and 2 CO2 emissions intensity, total	gCO2e/ USD revenue		54.1	51.4	50.4	49.2	43.5	37.5

305-5 Reduction of GHG emissions

Quanta tracks overall GHG emissions and intensity as key metrics. The following table outlines progress against Quanta's climate targets.

Progress Against Climate Goals: GW of Renewable Energy Installed

Category	Units		2019	2020	2021	2022	2023	2024
Cumulative GW installed (since 2021)	GW		—	—	—	—	17.0	28.9
Progress towards 2035 goal (100 GW)	%		—	—	—	—	17.0%	28.9%

Progress Against Climate Goals: Scope 1 CO2 Intensity

Category	Units		2019	2020	2021	2022	2023	2024
Scope 1 emissions intensity	gCO2e/ USD revenue		—	—	—	—	43.1	36.9
% Reduction (since 2019)	%		—	—	—	—	20.0%	31.4%
Progress towards 2040 goal (-30%)	%		—	—	—	—	67%	105%

Progress Against Climate Goals: Properties

Category	Units		2019	2020	2021	2022	2023	2024
% of facility electricity usage covered by REC purchases (U.S. facilities only)	GW			—	—	—	100%	100%

305-6 Emissions of ozone-depleting substances (ODS)

Ozone-depleting emissions include substances with an ozone depletion potential greater than zero. Quanta does not manufacture ozone-depleting substances. Chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs) were historically used as refrigerants and dielectric (insulating) fluids in transformers but have been phased out in accordance with the Montreal Protocol guidance.

A Quanta operating company is collaborating with Hitachi Energy to introduce innovative switchgear technology to address the emissions of sulfur hexafluoride (SF_6), which offers significant environmental benefits. For almost half a century, sulfur hexafluoride has been the norm in the electrical industry due to its excellent insulation and switching capabilities. However, SF_6 is a potent greenhouse gas with a global warming potential 23,500 times greater than CO_2 for over 1,000 years—significantly longer than CO_2, which remains for less than 200 years. This innovation enables utilities and operators to devise SF_6 phaseout strategies, facilitating the replacement, retrofitting, or installation of new switchgear without the need for new construction and requiring only minimal technical adjustments and training. SF_6 is a potent GHG, not an ODS, but is often discussed alongside environmental concerns in the sector.

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air

In addition to producing CO2 emissions, vehicles are a primary source of tailpipe emissions, otherwise known as criteria pollutants. Transportation is a leading source of harmful air pollution in the United States, representing over half of the total ozone- and particle-forming oxides of nitrogen (NOx) emissions in the United States. It can contribute to a variety of health issues, including increased asthma rates, heart and lung disease, and certain types of cancer. Many neighborhoods and communities, especially those in more densely populated areas of the country, are located near highways. As a result, low-income communities that may already face several health inequities can be disproportionately affected by increased exposure to vehicle criteria pollutants. Our continued investment in maintaining our fleet, including increased investment in electric, natural gas, and the cleanest diesel vehicles, can result in avoided health harms associated with asthma attacks and lost work days annually due to reductions in transportation-related pollution. For these reasons, we have begun measuring our fleet's NOx, sulfur oxides (SOx), and PM10 emissions to measure our progress as we improve our fleet.

This table shows Quanta's significant air emissions. Quanta references the U.S. Environmental Protection Agency (EPA) list when reporting hazardous air pollutants ("HAPs"). Quanta does not have substantial emissions of persistent organic pollutants (POPs).

Other Tailpipe Emissions

Category	Units		2019	2020	2021	2022	2023	2024
Nitrogen oxides (NOX)	Metric tons		953	975	1101	1084	984	865
Sulfur oxides (SOX)	Metric tons		5.0	5.1	5.3	4.7	4.2	4.0
Particulate matter (PM10)	Metric tons		75	78	91	90	82.4	69

Other Tailpipe Emissions (Intensity)

Category	Units		2019	2020	2021	2022	2023	2024
Nitrogen oxides (NOX) emissions intensity	g NOx/million USD revenue		79	87	85	63	47	37
Sulfur oxides (SOX) emissions intensity	g SOx/million USD revenue		0.41	0.46	0.41	0.28	0.20	0.17
Particulate Matter (PM10) emissions intensity	g PM10/million USD revenue		6.2	7.0	7.0	5.3	3.9	2.9

GRI 306: Waste 2020

3-3 Management Approach

Key Impacts

- Construction services result in excess materials and associated waste being generated. (negative)
- The management of waste is recognized as having the potential for significant impacts to the environment and communities. A complex regulatory environment for waste has been built to ensure that waste is managed correctly. (positive/negative)
- Excess project waste can be handled by Quanta's customer or by Quanta, depending on the project's scope.

Commitments

- Quanta will meet or exceed all governmental regulations for the generation and disposal of waste.
- Quanta's commitment to adherence to a waste management hierarchy is applied in all waste decisions. Waste is characterized and then reviewed to identify recycling/reuse opportunities and, if necessary, treated as waste.

Policies

Quanta adheres to a waste management hierarchy that minimizes the impact of waste and emissions on the environment. First, Quanta works with its customers to reduce the generation of excess materials on projects. Next, unusable or non-recyclable hazardous waste is treated before disposal to eliminate or minimize its hazardous nature and volume. Waste, including recycling, is managed correctly following the facility's geographical or regulatory approval processes.

2024 Actions Taken

Quanta has recently established a standard process for handling and recycling scrap and excess materials from major projects. Quanta has partnered with one of the largest U.S. full-service scrap recyclers with the necessary experience with utility companies, reporting capabilities, a weight verification process, and material-handling capabilities. Materials that will be recycled for recovery include copper wire, stainless steel, iron, and aluminum.

Stakeholders Engaged

- Customers
- Operating Unit yards and depots
- Waste management companies

306-1 Waste generation and significant waste-related impacts

Quanta and its customers purchase materials to perform construction services. These materials could include rebar, steel, wire, aggregate, poles, pipe, transformers, etc. Some of these excess purchased materials may be left at the conclusion of the project. These materials will typically be utilized in subsequent projects but could also be used for scrap recycling. Waste from our day-to-day operations includes tires, oil, batteries, and computer equipment. These materials are sent for disposal or recovery.

306-2 Management of significant waste-related impacts

Several factors at Quanta impact waste generation prevention, including purchasing optimization for projects, strict raw material specifications, testing, and certification. All suppliers are qualified and must meet global material specifications when working with raw materials, additives, and/or purchased chemicals. Materials have certificates of analysis and are, in many cases, tested before being received.

306-3 Waste generated

The table shows Quanta's total weight of waste generated (hazardous and non-hazardous) and a breakdown of this total by waste composition. Quanta continues to expand its waste management collection processes, potentially bringing more materials into the reporting scope in the future.

Hazardous Waste

Category	Units		2019	2020	2021	2022	2023	2024
Electronic Waste, recycled	Pounds		8,392	1,347	4,365	8,592	28,363	1,999

Non-Hazardous Waste

Category	Units		2019	2020	2021	2022	2023	2024
Used Engine Oil	Gallons		—	—	—	71,040	90,187	129,404
Recycled project materials from large projects	Pounds		—	—	—	—	—	2,256,131

Source data is collected within multiple systems following internal processes and can be calculated, measured, or estimated. Calculation methodologies are applied to estimate used engine oil based on miles driven and engine oil drain intervals.

306-4 Waste diverted from disposal

The table shows Quanta's total weight of waste generated (hazardous and non-hazardous) and a breakdown of this total by waste composition. Quanta continues to expand its waste management collection processes, potentially bringing more materials into the reporting scope in the future.

Hazardous Waste

Category	Units		2019	2020	2021	2022	2023	2024
Electronic Waste, recycled	Pounds		8,392	1,347	4,365	8,592	28,363	1,999

Non-Hazardous Waste

Category	Units		2019	2020	2021	2022	2023	2024
Used Engine Oil	Gallons		—	—	—	71,040	90,187	129,404
Recycled project materials from large projects	Pounds		—	—	—	—	—	2,256,131

Source data is collected across multiple systems, following internal processes, and can be calculated, measured, or estimated. Calculation methodologies are applied to estimate the amount of used engine oil based on the number of miles driven and the engine oil drain intervals.

306-5 Waste directed to disposal

OMISSION 306-5 Waste directed to disposal

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

GRI 308: Supplier Environmental Assessment 2016

3-3 Management Approach

Sustainable Procurement

Key Impacts

- Quanta is building a sustainable and inclusive supply chain through responsible procurement and strong supplier relationships. Quanta expects its buyers and suppliers to uphold the highest standards of environmental sustainability, social responsibility, and corporate governance. (positive)
- Quanta continues to expand its sustainable procurement program through enhanced supplier assessments, sustainability metrics, internal and supplier education, and collaborative partnerships with industry groups, influential forums, third-party programs, and non-governmental organizations (NGOs). (positive)
- Quanta's ability to influence supplier sustainability performance and drive continuous improvement across the supply chain aligns with Quanta's corporate ambition. Quanta's shared responsibility, collaboration, and transparency with suppliers support the achievement of Quanta's business objectives while having a positive environmental and social impact. (positive/negative)

Quanta's supply chain strategy is integral to its ability to manage large-scale, complex infrastructure projects. Key aspects include end-to-end services encompassing engineering, procurement, construction, and logistics. This integrated approach ensures streamlined project execution and supply chain efficiency. Quanta's integrated supply chain operations, strategic logistics capabilities, and diversified service offerings position it as a key player in the infrastructure sector, enabling it to meet the evolving demands of modern energy and communication networks. Materials for projects may be purchased by the customer or front-end loaded by Quanta to maintain a steady supply.

Commitments

- Quanta is committed to active engagement with suppliers to proactively reduce risks, build capacity, and track progress on shared goals, focusing on key topics like climate change, water, nature, labor and human rights, and inclusion and diversity.
- Quanta is committed to compiling robust data on key environmental and social issues, ensuring accessibility to drive strategic planning and decision-making across Quanta.
- Quanta is committed to expanding knowledge of environmental and social sustainability within its procurement team and supplier network via training sessions, direct engagement, and joint educational programs with industry leaders.

We view our suppliers and vendors as key stakeholders and work closely with them to ensure the continuity of our business operations and address opportunities that can positively affect society and the environment. Our suppliers are our partners in promoting environmental, social, and ethical business practices. Such practices create a strong, diverse, resilient value chain based on mutual trust and shared values. We've implemented policies, practices, and engagement strategies for our suppliers and vendors, which outline our expectations and enable us to make a positive impact together.

At Quanta, we are firmly committed to upholding responsible business practices and expect the same from suppliers and vendors with whom we do business. At a minimum, suppliers and vendors must abide by all applicable laws, codes, and regulations and conform their practices to the published standards for their industry. 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 on a matter related to our Supplier Code of Conduct can report the concern to Company representatives or utilize the Company's Ethics Helpline.

2024 Action Taken

Before we select suppliers and vendors, a centralized third-party risk management (TPRM) process screens for compliance, safety, and sustainability risks; automated, real-time workflows in this system look for any changes in supplier risk profiles and continually monitor current suppliers and vendors for policy violations and risks.
We evaluate our customers, vendors, and suppliers' environmental, social, and ethical performance through EcoVadis, a leading provider of business sustainability ratings. Supplier performance is evaluated across four key areas: environment, labor and human rights, ethics, and sustainable procurement. The assessment uses a rigorous evidence-based scorecard that identifies strengths and areas of opportunity so we can better engage with participating suppliers on key issues and drive mutually beneficial improvements.

Quanta conducts supplier screening to systematically identify significant suppliers based on their business relevance across environmental, social, and governance categories and implements third-party risk management tools, automated monitoring systems, and sustainability assessments to maintain supplier compliance. In addition, significant suppliers are screened for country, sector, and commodity-specific risks using 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 business sustainability rating provider, assessing them across four key areas: environment, labor and human rights, ethics, and sustainable procurement. This evidence-based approach helps Quanta identify strengths and areas for improvement, ensuring long-term collaboration and responsible business practices.

Stakeholders Engaged

- Quanta Purchasing
- Quanta businesses
- Quanta functions
- NGOs
- Third-party programs and platforms
- Suppliers
- Industry groups

308-1 New suppliers that were screened using environmental criteria

All of Quanta's suppliers are selected and managed based on criteria such as cost, quality, and reliability, as well as their alignment with Quanta's core values of Respect for People, Integrity, and Protecting the Planet. Quanta's Purchasing program considers all aspects of the environment within the value chain, including water and nature conservation, greenhouse gas emissions reduction, renewable energy uptake, and circularity. All requests for proposals, tenders, contracts, and purchase orders mandate that new and existing suppliers adhere to the principles of the Supplier Code of Conduct. The Code requires compliance with our health and safety expectations, alignment with our environmental priorities, and adherence to our ethics, compliance, and human rights standards.

308-2 Negative environmental impacts in the supply chain and actions taken

Quanta continues to enhance its assessment of environmental and social issues in its supply chain. In 2024, Quanta continued its screening of environmental, social, and governance risks based on their country, sector, and product or service. Quanta collected Ecovadis ratings on key suppliers, providing a rich data set on supplier performance around environment, ethics, labor and human rights, and procurement. No issues were identified in 2024 that necessitated the termination of a supplier.

GRI 400 Social Standards

GRI 401: Employment 2016

3-3 Management Approach

Talent and Future Workforce

Key Impacts

- Fostering a culture of ongoing learning and skills development is key in shaping the career paths and opportunities of Quanta employees and serves as a fundamental driver for enhancing the Company's global competitiveness, supporting both attracting and retaining top talent. (positive)
- Quanta is committed to building a skills-valued and continuous learning culture that results in a more engaged, agile, and future-ready workforce to drive business success. (positive)
- Quanta's investments in training, educational programs, and partnerships provide opportunities for local communities and help develop the next generation of talent. (positive)

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. 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.

Commitments

Quanta is investing in our craft labor through a career program that trains, attracts, and retains the best talent. Craft-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 and fulfilling careers, playing a vital role in building, operating, and maintaining a secure and reliable energy delivery system.

As part of Quanta's dedication to promoting diversity in its workforce and fostering an inclusive culture, Quanta is committed to providing equal opportunities in employment. Quanta's benefits offerings reflect its commitment to employees and their future. Quanta has a pay-for-performance compensation philosophy that includes programs, where applicable:

- Competitive base salary reflecting market data, our pay philosophy, and, at a minimum, the minimum wage requirements in the respective country
- Annual bonus and/or other short-term incentives
- Long-term incentives

Quanta recognizes the many demands on its people's time – in the workplace, at home, and in the community. Quanta is committed to a workplace strategy that enables and empowers flexibility, grounded in role requirements and individual needs.

2024 Actions Taken

Quanta launched the Craft Leadership Program, which 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 will prepare participants to meet the challenges and expectations of leadership. Investing in our people in this way will ensure Quanta remains the leading energy solutions provider, both now and in the future.

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.

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.

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.

401-1 New employee hires and employee turnover

OMISSION 401-1 New employee hires and employee turnover

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Permanent full-time and less-than-full-time employees are provided a wide variety of benefits. Quanta's benefit plans are designed to meet the needs of its employees while remaining competitive with the market and aligned with the Company's strategy. Quanta offers the following benefits to both full-time and part-time employees.

- Pension plans
- Medical plans - often including prescription drugs coverage, dental and vision
- Life insurance
- Disability protection
- Accident insurances
- Paid vacation, holiday, and leave programs
- Wellbeing programs
- Lactation support - including break times, dedicated on-site lactation rooms or private areas for expressing breast milk

401-3 Parental leave

Each Quanta operating unit has its parental leave policy that meets all jurisdictional requirements and is intended to provide flexibility, work-life balance, and an equitable offering for all new parents.

OMISSION 401-3b through 401-3e Parental leave

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

GRI 402: Labor/Management Relations 2016

402-1 Minimum notice periods regarding operational changes

Anchored in Quanta's core values of Respect for People and Integrity, Quanta regularly provides direct employee notice of significant operational changes. Notice that the timing of substantial operational changes may vary based on the nature of the project and the scope of the change. However, Quanta will always comply with legislative requirements for notice timing. Collective agreements could include specific notice periods, consultation processes, and/or negotiation requirements. As collective contracts are negotiated locally, they can have different notice terms specified.

GRI 403: Occupational Health & Safety 2018

3-3 Management Approach

Health and Wellness

Key Impacts

- Quanta's people are its greatest asset. Promoting and protecting their health and well-being enables them to make a meaningful contribution to Quanta's success. (positive)
- With health care costs being one of the most significant employee-related expenses, identifying ways to control these costs is essential. Health and wellness programs promote healthy behaviors, which may also support health care cost management. (positive/negative)

Commitments and 2024 Actions Taken

The Quanta LIVE PWRFULLY program is a comprehensive wellness initiative that promotes the physical, mental, financial, social, and community health of its employees. The initiative benefits employees and enhances the company's overall productivity and success. In addition, Quanta offers flexible hours and working-from-home arrangements in some instances, as well as short-term disability and maternity and paternity leave at no cost to employees. 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.

The program covers the following elements:

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 features a variety of fitness sessions, including yoga, aerobics, and strength training.

Mental Health

Mental Health First Aid Training: This training enables employees to identify and respond effectively to mental health issues, thereby reducing stigma and fostering a supportive environment.
Counseling Services: Employees have access to counseling and stress management workshops to support their mental well-being.

Financial Health

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

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 and Vaccinations: Regular health checkups and vaccinations are offered to ensure employees' physical health is monitored and maintained.

Stakeholders Engaged

- Leadership
- Functional experts
- Operating Companies
- Employees

3-3 Management Approach

Safe & Reliable Operations

Key Impacts

- Safe and reliable operations are core to Quanta's culture. Quanta puts worker safety first and prioritises worker safety. (positive)
- Safe and reliable working practices are required to maintain Quanta's license to operate and to gain new business with its customers. (positive)
- All Quanta employees and contractors have a shared responsibility to make safety and health a daily priority. (positive)

Commitments

At 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. Our overall safety target is to ensure every worker returns home safely every day. 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.

Through several innovative approaches, Quanta has revolutionized safety practices. Central to this transformation is The Capacity Model, which creates a work environment that focuses on preventing incidents while also building the capacity for failure by always planning and executing our work as if failure were to occur today.

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 collaboration with our workers and industry-leading experts.
The Capacity Model™ 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.

At Quanta, we know that incidents are not created equally. By categorizing hazards as STKY (Stuff That Kills You) or non-STKY, safety discussions can prioritize the most dangerous risks. Integrating STKY into safety protocols encourages 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 Energy Wheel was designed to help workers recognize and assess 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 gain a better understanding of potential hazards and implement effective safety measures to mitigate risks. This proactive strategy aims to prevent accidents and ensure that if failures do occur, they happen safely. The Energy Wheel is integrated into daily work routines, including job briefings and job safety analysis forms, ensuring that hazard identification and risk mitigation are consistently incorporated into the daily workflow.

2024 Actions Taken

Quanta developed STKY discussion videos to facilitate critical conversations about STKY hazards in the field. These live-action videos depict real-world scenarios, demonstrating how to conduct practical STKY discussions. They feature crew-led discussions, where teams discuss STKY hazards on their job site and outline the necessary measures, as well as visitor-led discussions, where a visitor inquires 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 a wide range of topics from various industries within Quanta, these videos highlight failures while also showcasing instances where controls were adequate, enabling us to fail safely. Each video concludes with a discussion segment, encouraging viewers to engage in STKY discussions based on the provided questions.

Quanta has developed two safety guides designed to elevate safety and operational standards across the company. These guides offer clear, actionable frameworks for developing, managing, and enhancing 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 guide designed to illustrate excellence in building, managing, and improving safety, health, and environmental (SH&E) programs and systems 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 standards of SH&E and creating effective SH&E systems. 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 designed for safety and operational leaders actively engaged in developing, maintaining, evaluating, and enhancing Safety, Health, and Environmental (SH&E) systems. Quanta's executive management, under the oversight of the Board of Directors, endorses the implementation of the PWR Excellence Operational Health & Safety policy.

DRIVE Excellence

DRIVE Excellence is Quanta's guide 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 ensure driver safety is thoroughly addressed, 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, enhancing safety and operational excellence within fleet operations.

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 the 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, including lifting near a trench and working in tandem. The new CCO certification is designed to assist users in complying with ASME B30.14 qualification requirements, enabling operators to complete written and operational exams satisfactorily.

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.

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 workers in the electric line construction industry. 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.

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 enables Quanta operating companies to source essential products nationwide, ensuring access to the best tools and equipment, which in turn helps 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 in accordance with 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).

Quanta has one of the largest fleets in North America, and driving is one of the most significant hazards we face. Our drivers help us build incredible things, and we are committed to providing them the resources they need to protect themselves, their teams, and the communities we serve. Quanta is currently deploying Lytx DriveCam® event recorders across its fleet of over 20,000 on-road vehicles. Lytx is a driver behavior tool that, through in-cabin alerts and coaching workflows driven by machine vision and AI, will help us teach our craft labor workers to be better drivers, training them as we would to work safely on power lines or gas lines. The Lytx Driver Safety Program recognizes driving behaviors, provides coaching to improve driving habits, and protects our drivers from fraudulent claims. We continue to invest in the tools and technologies that help our teams complete their tasks safely and return home safely each night. The installation of DriveCam devices forms part of the Quanta Services Driver Safety Framework. A comprehensive collection of elements, tools, and a repository of resources for all Quanta operating companies, this framework outlines best practices for the safe management and operation of motor vehicles owned or operated by Quanta Services and its affiliated companies.

Stakeholders Engaged

- Operations
- Environment, Health & Safety (EH&S) Operations
- Customers
- Business and executive management
- Board of Directors
- Technical Expertise & Support
- Contractors

403-1 Occupational health and safety management system

The PWR Excellence - SH&E Elements are strategically designed to support the journey of building mature systems and achieving a high level of SH&E performance that is repeatable, sustainable, and better at each OpCo. We view safety as a dynamic process to be managed, rather than an outcome to be achieved.

Operating companies should reference these elements when building and maintaining their SH&E programs. They must think of their program as a true system where effective performance is based on the interaction and interdependencies of all system parts. It's important to look beyond individual parts and instead focus on how those parts work together as a whole to achieve specific goals or outcomes. By looking at their SH&E program with this perspective, it will help OpCos analyze and solve complex problems, improve efficiency, and drive long-term, resilient SH&E success.

The structure of the PWR Excellence elements was built upon several industry standards and system frameworks. These management system frameworks include:

• ISO 45001
• ANSI Z10
• API 1173
• OSHA VPP and Challenge Programs
• OSHA's Recommended Practices for Safety and Health Programs
• NSC's Nine Elements of a Successful Safety & Health System

A comprehensive Safety, Health, and Environmental program within a company often relies on a variety of documents, technology systems, and information to efficiently oversee and enhance workplace safety. Maintaining accurate records is essential, enabling management to document safety policies and procedures while providing reliable data for analysis, informed decision-making, continuous improvement measurement, and reporting trends. Additionally, staying current with relevant regulations and standards is crucial to ensure compliance with federal, state, and local regulations.
The list below offers insights on how Quanta companies can establish and maintain effective systems and internal processes for managing SH&E:

• Develop internal SH&E programs, policies, and procedures that align with all international, federal, state, local, and client safety, health, and environmental requirements.
• Utilize various software and program solutions to assist in the management and organization of data, including incident and claim management and training record retention.
• Establish processes for the inspection, maintenance, and tracking of equipment and tools to ensure their reliability and safety.
• Implement a robust Document Management System (DMS) that allows for centralized storage, version control, and access control of documents.
• Ensure that documented information is available for all relevant workers at all levels and functions, as well as any relevant external interested parties. (e.g., training records, OSHA logs, JHAs, jobsite safety observations, etc.)
• Define clear document lifecycle stages, including creation, review, approval, publication, and archival. Implement workflows to automate these processes.
• Use standardized document templates to ensure consistency in formatting and content, making it easier to update information uniformly.
• Develop formal change control procedures to manage updates and revisions to critical documents, ensuring that changes are tracked, reviewed, and approved.
• Establish balanced metrics and monitoring systems to assess the performance of the OpCo's safety and health management efforts, providing valuable insights for continuous improvement.

Quanta Services' health and safety practices are informed by external guidelines, particularly those from regulatory and industry bodies such as:

OSHA (Occupational Safety and Health Administration)

Quanta is a founding member of the Electrical Transmission & Distribution (ET&D) OSHA Partnership, a formal collaboration of industry leaders that sets best practices for lineworker safety. Today, the ET&D covers a majority of total workers in the electric line construction industry and is one of only a few national partnerships between employers and OSHA. Partnership goals include the following:

- Analyze accident and incident data to identify common causes for fatalities, injuries, and illnesses suffered by lineworkers, apprentices, and other appropriate job classifications.
- Develop recommended best practices for each identified cause.
- Develop implementation strategies for each best practice and promote these strategies among the partners.
- Identify training criteria for supervisors, lineworkers, and apprentices to create an industry-wide culture shift that prioritizes health and safety.

EPA (Environmental Protection Agency)

While OSHA directly governs workplace safety, Quanta's environmental health and safety (EHS) programs also follow EPA guidelines, especially where operations involve:

- Hazardous material handling and disposal
- Air and water emissions
- Environmental permitting and compliance

Quanta's PWR Excellence guide outlines practices for environmental preservation that reflect alignment with EPA standards.

ANSI/ASSP Standards

For fleet safety, Quanta's DRIVE Excellence framework incorporates the ANSI/ASSP Z15.1 standard, "Safe Practices for Motor Vehicle Operations."

Construction Safety Research Alliance (CSRA)

Quanta is a member of the Construction Safety Research Alliance (CSRA), a group of industry leaders and experienced scientists dedicated to transformative construction safety research. The CSRA is the only industry-funded research group focused exclusively on advancing the science of safety. It forms industry–academic teams to work together, understanding industry needs, conducting field-based research in real-world settings, collecting and analyzing data, and sharing results. This organization conducts safety research that undergoes the rigors of scientific peer review and offers networking and knowledge-sharing opportunities through our communities of practice.

All workers are covered by Quanta's management system regardless of whether they are working on or off Quanta premises. The management system is designed and implemented by safety professionals working for Quanta (e.g., occupational health, industrial hygiene, EH&S Operations). They apply expertise and knowledge of safety work processes.

403-2 Hazard identification, risk assessment and incident investigation

At Quanta, safety is a core value and an inseparable part of our organizational culture. We recognize that people are our most important asset, and their safety is our greatest responsibility. Safety is integral to everything that we do at Quanta—every day, in every operation, and across every work site. Quanta is committed to the health and safety of our employees, customers, contractors, and the communities in which we work. Underpinned by The Capacity Model™, our commitment is to foster and support a safety culture that identifies and proactively addresses risks before they become injuries or accidents. We continually enhance our safety program, demanding that everyone, from executive management to the most recently hired trainee, understand the importance of maximizing workplace safety and health.

During high-risk work, even a minor mistake can lead to a severe incident. At Quanta, we plan and execute work as if a failure will occur today. The way we respond to failure is essential. With The Capacity Model™, we are changing how we react to failure. Rather than focusing on blame and punishment, we are shifting our focus towards learning and improvement. The Capacity Model™ provides a framework for discussing how an incident occurred, rather than why it happened. Asking why often looks for someone to blame, whereas asking how focuses our attention on the factors that caused the event.

To establish the presence of capacity within our major projects, Quanta operating companies are collaborating with participating customers during the early stages of project planning and engineering to influence design and procurement where possible, identify hazards and risks that can lead to STKY events, and integrate safety controls

into critical work tasks, and building capacity for failure. This innovative approach is called Capacity by Design. Getting involved early in the process will allow all parties to identify ways to balance safety, efficiency, and cost throughout the project's life.

Workers are expected and encouraged to identify, report, and intervene without fear of reprisal when they observe unsafe or unhealthy work conditions. Positive recognition is used to celebrate and reinforce coworkers for making safe choices. Additionally, worker input on hazards and solutions is part of local near-miss programs.

The below list outlines some of the key practices for Quanta companies to proactively anticipate, recognize, evaluate, and control hazards, incorporating The Capacity Model (TCM) into daily operations:

• Evaluate potential Safety, Health, and Environmental risks and hazards across all work processes through robust risk assessments.
• Implement tools like Job Safety/Hazard Analysis (JHA), Job Safety Analysis (JSA), or Field Level Hazard Assessments (FLHA) to evaluate and control hazards at the field level.
• Enhance hazard recognition by incorporating the Energy Wheel into all job planning and hazard evaluation processes.
• Develop a systematic approach to eliminate or control the risks associated with various hazards, including STKY (Stuff That Kills You).
• Facilitate STKY Controls Framework sessions with the goal of developing STKY Controls for all identified critical tasks.
• Engage in on-site STKY discussions with field crews to evaluate hazards, assess control implementation, and identify additional measures as needed.
• Establish a process for verifying and monitoring the effectiveness of controls implemented in the field.
• Actively support a culture of operational learning and continuous improvement, fostering an environment where lessons learned contribute to ongoing safety enhancements.
• Seamlessly integrate TCM philosophy and principles into the OpCo's training curriculum to enhance workforce proficiency

A short video of Quanta's job briefing best practices can be found at: https://vimeo.com/917651003/6cc7398774

403-3 Occupational health services

Several services are provided by qualified and accredited health and safety professionals that contribute to the identification and elimination of hazards, as well as the minimization of risks. Some of those services include:

- On-site emergency and first-aid medical response.
- Fitness for duty evaluations to define accommodations or restrictions to ensure employees can work safely.
- Medical case management for employees with health issues to return to work in the safest and most timely manner.
- Encouragement of employees and leaders to utilize and promote the Quanta employee assistance programs and employee Wellbeing Portal.
- Quanta's health and wellness programs motivate employees and their families to make healthy lifestyle choices. Our wellness program services include "get moving" activities, weight-loss competitions, blood pressure wellness, free flu shots, tobacco cessation programs, and even a yearly on-site health screening that covers cholesterol, weight, and BMI.
- Quanta has developed an industrial athlete program designed to prevent injuries and promote overall wellness on job sites and in offices through stretching and education. The program, known as Stretch & Flex, was implemented throughout our corporate office and at several operating companies. The pre-shift stretching program focuses on musculoskeletal areas most commonly affected by on-site injuries. The daily five-minute Stretch & Flex program offers employers the opportunity to decrease costs and

associated losses due to injuries while increasing employee job satisfaction, productivity, career longevity, mental health, and improving company culture.

403-4 Worker participation, consultation and communication on occupational health and safety

Safety and health are part of Quanta's conversations with workers at all levels of the organization. Quanta operating companies are setting new standards in safety by collaborating with customers during early project planning to identify hazards and risks, integrate safety controls into critical work tasks, and build capacity for failure through an innovative approach called Capacity by Design. The journey begins with a meticulous process of STKY control verification to ensure robust controls are in place for all identified hazards, laying the groundwork for a safety-first ethos. Harnessing preventive and mitigative controls, this effort brings together field personnel, operational leadership, and our dedicated safety team, fostering a holistic view of safety management.
The next stage involves formulating an operational learning strategy focusing on collecting data. This initiative involves directly our craft workers, sparking meaningful conversations about critical work tasks, such as using restricted access zones during material loading and unloading. This hands-on approach provided insights into control effectiveness and bridged gaps between planning and practice. All crews are immersed in The Capacity Model™ courses, with leadership given tailored training and the Leadership Playbook, ensuring a comprehensive safety mindset across all levels. The Capacity Model™ information is shared regularly with the crews, ensuring that the principles of safety and efficiency are ingrained in our daily operations.

The guidance below is provided to Quanta companies on how to demonstrate leadership commitment and encourage active employee participation:

- Clearly outline the roles and engagement of top management in the Safety, Health, and Environmental program.
- Define how leadership is involved in the day-to-day operation, evaluation, and communication of the SH&E program.
- Formulate a well-documented SH&E policy to serve as the cornerstone for the Safety Management System (SMS), ensuring widespread communication of this policy across the Operating Company.
- Align the OpCo's business plan, performance review, incentive programs, and recognition systems with leading indicators, harmonizing them with the OpCo's SH&E goals and objectives.
- Create clear and open communication channels for safety-related information.
- Establish a psychologically safe environment by fostering a culture that encourages employees to openly discuss safety concerns, ensuring they feel secure and valued in sharing their insights without fear of negative consequences.
- Regularly communicate SH&E program requirements, expectations, and updates throughout the company.
- Institute a process that promotes employee involvement and encourages active participation of the SH&E program.
- Conduct regular safety committee meetings involving representatives from all organizational levels to deliberately discuss safety issues, review incident trends, and make recommendations for improvements.
- Implement feedback mechanisms enabling employees to communicate SH&E questions, comments, suggestions, and concerns to supervisors and management effectively.
- Consistently assess and enhance safety procedures by understanding the "Blue Line", incorporating employee feedback and adapting to evolving circumstances through regular reviews and updates

403-5 Worker training on occupational health and safety

Craft-skilled labor is the heartbeat of Quanta. With tens of thousands of people trained annually, Quanta's investment in world-class training empowers our employees with the necessary skills to work at the highest quality, efficiency, and safety standards. Our graduates are empowered to have safe and rewarding careers, playing a critical role in operating, maintaining, and constructing a secure and reliable energy delivery system.

Quanta leaders are the backbone of our craft workforce. They are the individuals who lead their teams through the most demanding situations without compromising on safety, ensuring everyone goes home to their families every night. The Quanta Elite program is more than just recognition—it's an investment by Quanta in the leadership and professional skills of these individuals. Our commitment is to retain these exceptional crew leaders and foremen and learn from them. They're not just receiving advanced training; they're helping us build a culture that truly sets us apart, making us the very best at what we do. Launched in November 2023, the Quanta Elite program recognizes, honors, and develops Quanta's best foremen. These individuals mentor crew leaders and foremen, receive regular advanced leadership and professional training, and share ideas and best practices to foster professional and personal growth. Elite foremen always prioritize safety above all else. They are their brothers' keepers and go to great lengths to protect their teams, families, and communities, ensuring the job is done right.

Northwest Lineman College (NLC), founded in 1993 and acquired by Quanta in 2018, is a leading educational institution in the power delivery industry. Connected to employers across the U.S., NLC offers complete solutions from pre-apprentice to advanced training and has remained committed to doing what's best for the student for over 30 years. NLC offers career programs (entry-level) for electrical and telecommunications linework and also provides apprentice and journey-level training for the electric utility industry. Hundreds of power and construction companies throughout the United States, as well as internationally, use the programs developed by NLC. Students come from all over the country to attend programs at one of NLC's four campuses. To ensure students are exposed to prevailing methods, tools, and the most current safety regulations, NLC has a rigorous recruiting, hiring, and training process for its professional educators. This process starts with recruiting training specialists who are passionate about educating the next generation of workers and extends to support and leadership staff who design the curriculum and facilities, maintain relationships with the industry, and ensure that NLC's focus remains on the student. To ensure students are learning, NLC has a curriculum development team that includes technical authors, education professionals, subject-matter experts, graphic designers, and videographers. Materials are well-illustrated, explaining complex concepts in an easy-to-understand format. Hundreds of power and construction companies use NLC's curriculum for training purposes. NLC was also specially selected by the U.S. Department of Energy to write a curriculum related to the smart grid. Because the industries we serve continually evolve, NLC modernizes its materials regularly.

The Quanta Advanced Training Center at the Lazy Q Ranch is a 2,200-acre campus in La Grange, Texas, that provides Quanta's employees with realistic, hands-on training in a controlled environment. Home of the Lazy Q Line School (LQLS), a nationally accredited Employment & Training Administration (ETA) program with direct entry into the NWLine, ALBAT, and NEAT apprenticeship programs. LQLS also hosts the Veteran Electrical Entry Program (VEEP), which provides entry-level training and, upon completion, first-year apprenticeship credit and an opportunity to work for a Quanta company. The Quanta Advanced Training Center provides the resources and the space necessary to construct full-scale, real-world facilities where our subject matter experts and trainers can innovate with new tools, techniques, and procedures. To date, 60 patents have been registered from the Quanta Advanced Training Center, enabling our experts to return to the field with innovative methods to allow crews to work safer and more efficiently. The world-class, cutting-edge facilities at the Quanta Advanced Training Center

are constantly evolving to meet the needs of our operating companies and our industry. Our Quanta subject matter experts and trainers join our operating companies in the field, continually working to improve our processes and enhance industry standards of quality and safety. At the Quanta Advanced Training Center, we turn never-been-done into how-it's-done. When an operating company needs to build on its expertise or implement specialized solutions, the Quanta Advanced Training Center is up to the task. The course catalog at the Quanta Advanced Training Center includes some of the most advanced techniques in the industry. These courses are offered to our operating companies on demand. When training needs fall outside of the available courses, our experts develop and deliver new courses. The Quanta Advanced Training Center ensures we continue to lead the way in our constantly evolving industry.

Stronghold University is an advanced craft training center that provides employees with a balanced learning approach, combining theoretical, technical, and hands-on modules. Stronghold University's courses and priorities are shaped by the business needs of Stronghold operating companies, utilizing instructors with extensive field experience from operations. In addition, Stronghold's Field Leadership series and Master Craftsmen programs are designed to offer development pathways, helping identify and mold the next generation of Stronghold's workforce. Stronghold University is now recognized as a comprehensive services hub and one-stop solution, integrating Dispatch, Medical, the Houston Area Safety Council, and in-house training facilities.

403-6 Promotion of worker health

Quanta facilitates access to non-occupational medical and healthcare services for workers. Examples include:

- On-site emergency and first-aid medical response.
- Fitness for duty evaluations to define accommodations or restrictions to ensure employees can work safely.
- Medical case management for employees with health issues to return to work in the safest and most timely manner.
- Encouragement of employees and leaders to utilize and promote the Quanta employee assistance programs and employee Wellbeing Portal.
- Quanta's health and wellness programs motivate employees and their families to make healthy lifestyle choices. Our wellness program services include "get moving" activities, weight-loss competitions, blood pressure wellness, free flu shots, tobacco cessation programs, and even a yearly on-site health screening that covers cholesterol, weight, and BMI.
- Quanta has developed an industrial athlete program designed to prevent injuries and promote overall wellness on job sites and in offices through stretching and education. The program, known as Stretch & Flex, was implemented throughout our corporate office and at several operating companies. The pre-shift stretching program focuses on musculoskeletal areas most commonly affected by on-site injuries. The daily five-minute Stretch & Flex program offers employers the opportunity to decrease costs and associated losses due to injuries while increasing employee job satisfaction, productivity, career longevity, mental health, and improving company culture.

403-7 Prevention and mitigation of occupational health and safety impacts

Quanta has a multi-pronged approach toward preventing and mitigating occupational health and safety impacts linked by business relationships, which includes:

- 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 promote ethical practices and create a strong, diverse, resilient value chain based on trust and shared values. To ensure alignment, Quanta has implemented policies and engagement strategies

defining expectations to drive 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.

- Quanta operating companies are setting new standards in safety by collaborating with customers during early project planning to identify hazards and risks, integrate safety controls into critical work tasks, and build capacity for failure through an innovative approach called Capacity by Design. This year, we embarked on a transformative journey with one of our customers, tackling a large-scale project that set new benchmarks in occupational safety and health management.
- The collaborative journey began with a meticulous process of STKY control verification to ensure robust controls were in place for all identified hazards. This comprehensive approach highlighted 15 critical tasks that were intrinsic to the project's success, laying the groundwork for a safety-first ethos. Harnessing preventive and mitigative controls, this collaborative effort brought together field personnel, operational leadership, and our dedicated safety team, fostering a holistic view of safety management.
- The next stage was formulating an operational learning strategy focusing on collecting data. This initiative took us directly to our craft workers, sparking meaningful conversations about critical work tasks, such as using restricted access zones during material loading and unloading. This hands-on approach provided insights into control effectiveness and bridged gaps between planning and practice.
- All crews were immersed in The Capacity Model™ courses, with leadership given tailored training and the Leadership Playbook, ensuring a comprehensive safety mindset across all levels. The Capacity Model™ information was shared regularly with the crews, ensuring that the principles of safety and efficiency were ingrained in our daily operations. A notable outcome is that zero STKY actuals occurred during the project, underscoring the benefit of collaboration in reducing STKY events in the workplace. Health and safety industry partnerships are vital due to what's at stake. These partnerships allow us to help design a better, safer future for our employees and the entire industry. Through inclusive partnerships built upon common principles, values, and a shared vision, our industry members' and employees' professional certifications are a great example of the leadership Quanta takes to help shape the future of safety in the construction industry.
- Quanta is a member of the Construction Safety Research Alliance (CSRA), which is a group of experienced scientists and industry leaders who are dedicated to advancing the science of safety in construction. The CSRA is the only industry-funded research group that focuses solely on transformative construction safety research. The CSRA brings together industry experts and academic teams to conduct field-based research in real-world settings, analyze data, and share results. All safety research conducted by the CSRA undergoes a rigorous scientific peer review process. Additionally, the CSRA provides opportunities for networking and knowledge-sharing via a community of practice.
- Quanta is also one of the founding members of the Electrical Transmission & Distribution (ET&D) OSHA Partnership, which is a formal collaboration of industry leaders that sets best practices for lineworker safety. The ET&D now covers most of the electric line construction industry workers and is one of only a few national partnerships between employers and OSHA.
- Below are additional safety memberships and professional certifications:

Memberships

- **USLON** – Utility Safety and Ops Leadership Network
- **CSRA** – Construction Safety Research Alliance
- **NSC** – National Safety Council
- **OSHA** – Occupational Safety and Health Administration
- **ET&D** – Electrical Transmission and Distribution Partnership
- **ASSP** – American Society of Safety Professionals
- **NECA** – National Electrical Contractors Association
- **NUCA** – National Utility Contractors Association
- **CGA** – Common Ground Alliance

- **DCA** – Distribution Contractors Association
- **EEI** – Edison Electric Institute
- **PLCA** – Pipe Line Contractors Association
- **INGAA** – Interstate Natural Gas Association of America
- **AGC** – Associated General Contractors of America
- **BCRSP** – Board of Canadian Registered Safety Professionals
- **CSSE** – Canadian Society of Safety Engineers
- **ACSA** – Alberta Construction Safety Association
- **NCSE** – National Construction Safety Executives
- **Mates in Construction**
- **CCIWA** – Chamber of Commerce and Industry WA
- **Safer Together**

Professional Certifications

- **SMS** – Safety Management Specialist
- **OHST** – Occupational Hygiene and Safety Technician
- **CHST** – Construction Health and Safety Technician
- **CSP** – Certified Safety Professional
- **CUSP** – Certified Utility Safety Professional
- **ASP** – Associate Safety Professional
- **GSP** – Graduate Safety Professional

403-8 Workers covered by an occupational health and safety management

100% of workers whose work and/or workplace is controlled by Quanta are required to comply with Quanta's health and safety management system requirements in alignment with its Code of Conduct.

403-9 Work-related injuries

In the table on the following page, you will find Quanta's 5-year total work-related injuries. "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 and include serious injuries and fatalities.

Safety Metrics

Category			2019	2020	2021	2022	2023	2024
"Stuff That Kills You" (STKY) actual rate			0.242	0.210	0.163	0.125	0.112	0.128
Total number of automated external defibrillators (AEDs) deployed to job sites			9,129	10,278	11,156	13,152	16,738	19,549
Total number of lives saved due to deployed			26	29	33	39	43	46

automated external defibrillators (AEDs)								
Total recordable incident rate (TRIR)			—	—	0.98	0.89	0.9	0.85
Consolidated lost time injury rate (LTIR)			—	—	0.26	0.24	0.23	0.20

403-10 Work-related ill health

OMISSION 403-10 Work-related ill health

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

GRI 404: Training and Education

404-1 Average hours of training per year per employee

Below are training metrics for employees trained in the Quanta Craft Training Network, which connects tens of thousands of Quanta craft laborers and hundreds of Quanta operating companies with world-class training facilities and mobile training teams.

Northwest Lienman College

Category			2019	2020	2021	2022	2023	2024
Veterans trained (campus career programs)			19%	20%	19%	16%	13%	13%
Minority students trained (campus career programs)			26%	29%	31%	30%	34%	37%
Female students trained (campus career programs)			0%	1%	1%	1%	1%	1%
Total number of students trained, apprenticeship programs			4,558	4,678	5,072	5,828	6,552	5,199

Total number of students trained, career training programs			2,000	2,249	2,666	2,649	2,548	2,207
Total number of students trained (campus and mobile training programs)			6,558	6,927	7,738	8,477	9,100	7,406

Quanta Advanced Training Center at Lazy Q Ranch

Category			**2019**	**2020**	**2021**	**2022**	**2023**	**2024**
Total number of students trained			1,420	801	1,341	1,298	1,563	1,312
Total number of training days			17,356	12,453	19,658	24,293	26,137	24,100

Stronghold University

Category			**2019**	**2020**	**2021**	**2022**	**2023**	**2024**
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

OMISSION 404-1 Average hours of training per year per employee

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

404-2 Programs for upgrading employee skills and transition assistance

Quanta is committed to providing continuous career and skill development opportunities to all employees, subject to global offerings, role requirements, and career stage. Quanta's training program is decentralized, allowing for each operating company to administer the training programs most relevant to their operations. Our companies are able to leverage our centralized training platform, providing Quanta-specific packaged training modules that employees can complete individually. Additionally, we partner with external career training and development organizations that provide our employees opportunities to engage in more generalized career development courses in areas including but not limited to leadership, analytical skills, and communication skills. In the coming years, significant infrastructure initiatives will reshape the electrical grid and enhance the U.S. power system's efficiency and resilience. These endeavors require specialized skills, from installing transmission lines to upgrading

distribution networks. Quanta is expanding its world-class training to prepare the next generation of industry leaders. Each year, thousands of professionals complete training at Quanta's campuses and training facilities, equipped with the knowledge and skills necessary to thrive in the energy delivery industry and make a tangible difference in the lives of others.

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 will prepare participants to meet the challenges and expectations of leadership. Investing in our people in this way will ensure Quanta remains the leading energy solutions provider, both now and in the future. This program is mutually beneficial. Our employees are gaining valuable knowledge and career development skills. At the same time, Quanta has seen lower turnover and greater productivity from this program. 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

404-3 Percentage of employees receiving regular performance and career development reviews

OMISSION 404-3 Percentage of employees receiving regular performance and career development reviews

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management approach

Inclusion, Diversity & Equity Management

Key Impacts

- Quanta is committed to equal opportunities in employment as part of its dedication to the diversity of its workforce and fostering an inclusive culture. (positive)
- Quanta's inclusive culture is a competitive advantage that enables its people to develop, advance, be heard and contribute their best. (positive)
- The Company's commitment to diverse and local vendors and suppliers continues to uplift and support local communities and its customers. (positive)

By 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 inclusion and belonging. We aim to align with our business partners' priorities, focusing on a robust supply chain and supporting local efforts to expand the number and types of suppliers used to provide goods and services.

Commitments

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.

Intentional

- We have instituted a programmatic approach to diversifying our supply chain and developing suppliers.

Commitment

- We have developed policies and procedures to confirm inclusion. Accountability factors secure the support of our leadership. We advocate for support and engagement of the cause.

Equitable

- We identify contracting opportunities and support suppliers' success in accessing capital, industry development, and sustainable growth.

Future-Focused

- We promote innovation, job creation, and industry diversification. We invest in community advancement and stabilization.

Policies

- Aligned to the Company's values and Code of Conduct, Quanta has an unwavering commitment to ethical behavior and stands in opposition to any form of sexism, racism, discrimination, or harassment.
- Quanta expects its leaders, employees, and representatives to actively oppose inequities in the workplace.
- Quanta commits to providing a work environment where everyone feels valued and can accomplish their full potential.

2024 Action Taken

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

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.

A Quanta Australia operating unit 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 unit 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.

Stakeholders Engaged

- Quanta Board of Directors
- Quanta leadership
- Employee Resource Groups (ERGs)

405-1 Diversity of governance bodies and employees

Board Diversity

Category			2019	2020	2021	2022	2023	2024
Female			20%	20%	30%	30%	27%	27%
Minority			10%	10%	10%	10%	27%	27%

Employee Diversity

Category			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%

For more information, see Quanta's Equal Employment Opportunity (EEO-1) - Employer Information Report.

405-2 Ratio of basic salary and remuneration of women to men

OMISSION 405-2 Ratio of basic salary and remuneration of women to men

Information not available. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

GRI 406: Non-discrimination 2016

3-3 Management approach

Human Rights Management

Key Impacts

- **Environmental**: Increased scrutiny over supply chain-related human rights issues will require enhanced internal coordination across various businesses, functions, and geographies (negative)
- **Social**: Quanta's objective is to protect, build, and maintain its social license by adhering to industry standard practices, operating responsibly, prioritizing the well-being of its workers, and acting as a good corporate citizen. (positive)
- **Governance:** An increasing number of emerging human rights expectations will require enhanced internal coordination across various businesses, functions, and geographies. (negative)

Emerging human rights frameworks seek ways to prevent or mitigate adverse human rights impacts that are directly linked to business operations, products, or services. As new issues emerge, governments continue to update specific requirements, including expectations for businesses to comply with human rights requirements and

legislation. As a result, each of Quanta's businesses and functions is potentially impacted by human rights. Human rights are embedded in Quanta's long-term commitment to the United Nations (UN) Sustainability Development Goals (SDGs). Quanta's ambition regarding the role of business in society is reflected in its commitment to have a positive societal impact, in addition to its ongoing obligations and actions related to environmental, social, and governance (ESG) considerations.

Commitments

Quanta is committed to upholding ethical business practices, prioritizing respect and dignity for all employees and those who contribute to its operations. We 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. 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 require that customers, suppliers, and stakeholders adhere to our Human Rights Policy (hyperlink), 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.

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, 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 lifecycle. 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.

Policies

- Human Rights Policy - Quanta believes that respect for the dignity, rights, and aspirations of all people is a cornerstone of business excellence.
- Quanta Code of Conduct Policy – Quanta's Code serves as a guide to the expected behaviors. It sets expectations for ethical conduct on matters ranging from health and safety in the workplace to conflicts of interest, bribery, corruption, sustainability, inclusion and diversity, equal opportunity and respect in the workplace, and good corporate citizenship.

2024 Actions Taken

We have published our Supplier Code of Conduct, which outlines our expectations for suppliers, including compliance with our accessibility requirements, environmental priorities, and protection of human rights. Before we select suppliers and vendors, a centralized third-party risk management (TPRM) process screens for compliance, safety, and sustainability risks. Automated, real-time workflows in this system continuously monitor supplier risk profiles for any changes and track current suppliers and vendors for policy violations and risks. We evaluate the environmental, social, and ethical performance of our customers, vendors, and suppliers through EcoVadis, a leading provider of business sustainability ratings. Supplier performance is evaluated across four key areas: environment, labor and human rights, ethics, and sustainable procurement. The assessment uses a rigorous evidence-based scorecard that identifies strengths and areas of opportunity so we can better engage with participating suppliers on key issues and drive mutually beneficial improvements.

Stakeholders Engaged

- Functional leaders from Supply Chain, Purchasing, Inclusion, Diversity & Equity, Government Affairs, Legal, Public Affairs, EH&S, and Sustainability, Corporate strategy leaders across businesses
- Community leaders

406-1 Incidents of discrimination and corrective actions taken

Quanta's employees are expected to conduct themselves in a manner that protects the company's business interests, reputation, and the interests of their colleagues. For information regarding concerns raised and followed up on, see GRI 2-25 Processes to remediate negative impacts and GRI 2-26 Mechanisms for seeking advice and raising concerns. Quanta closely tracks reports of discrimination on an ongoing basis and uses this information to craft remediation and intervention plans. Quanta expects employees to report problems and provides training to encourage reporting in areas where reporting rates are less than expected, to ensure that employees are aware of the availability of safe reporting channels and resources available to help address their needs.

OMISSION 406-1 Incidents of discrimination and corrective actions taken

Confidentiality constraints. Quanta will continue to assess if additional disclosures are warranted on an annual basis.

RI 407: Freedom of Association and Collective Bargaining 2016

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Risks to workers' rights to exercise freedom of association or collective bargaining are embedded in the Code of Conduct Policy. To date, no risks to freedom of association or collective bargaining have resulted from Code of Conduct evaluations.

GRI 408: Child Labor 2016

408-1 Operations and suppliers at significant risk for incidents of child labor

Risks of incidents involving child labor or young workers exposed to hazardous work are embedded in the Code of Conduct Policy. To date, no risk incidents involving child labor or young workers have resulted from Code of Conduct evaluations.

GRI 409: Forced or Compulsory Labor 2016

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

Risks of incidents involving forced or compulsory labor are embedded in the Code of Conduct Policy. To date, no risks or incidents involving forced or compulsory labor have resulted from Code of Conduct evaluations.

GRI 410: Security Practices 2016

410-1 Security personnel trained in human rights policies or procedures

We recognize the critical importance of adhering to recognized standards and norms for law enforcement and private security operations. As vendors to Quanta Services, all suppliers, including those that provide security services, are expected to comply with our Human Rights Policy and Supplier Code of Conduct, which clearly articulate our zero-tolerance stance toward any conduct that is offensive, hostile, abusive, exploitative, or otherwise inconsistent with a respectful and inclusive workplace or community. Suppliers must fully comply with all applicable immigration and employment laws and are strictly prohibited from engaging in or supporting forced labor, indentured labor, child labor, human trafficking, violence, or any form of intimidation. Furthermore, we expect all suppliers to ensure fair and lawful compensation practices, including adherence to legal requirements regarding wages, working hours, overtime, and employee benefits. This commitment reflects Quanta’s dedication to ethical business practices, human dignity, and the promotion of safe and equitable working conditions throughout our supply chain.

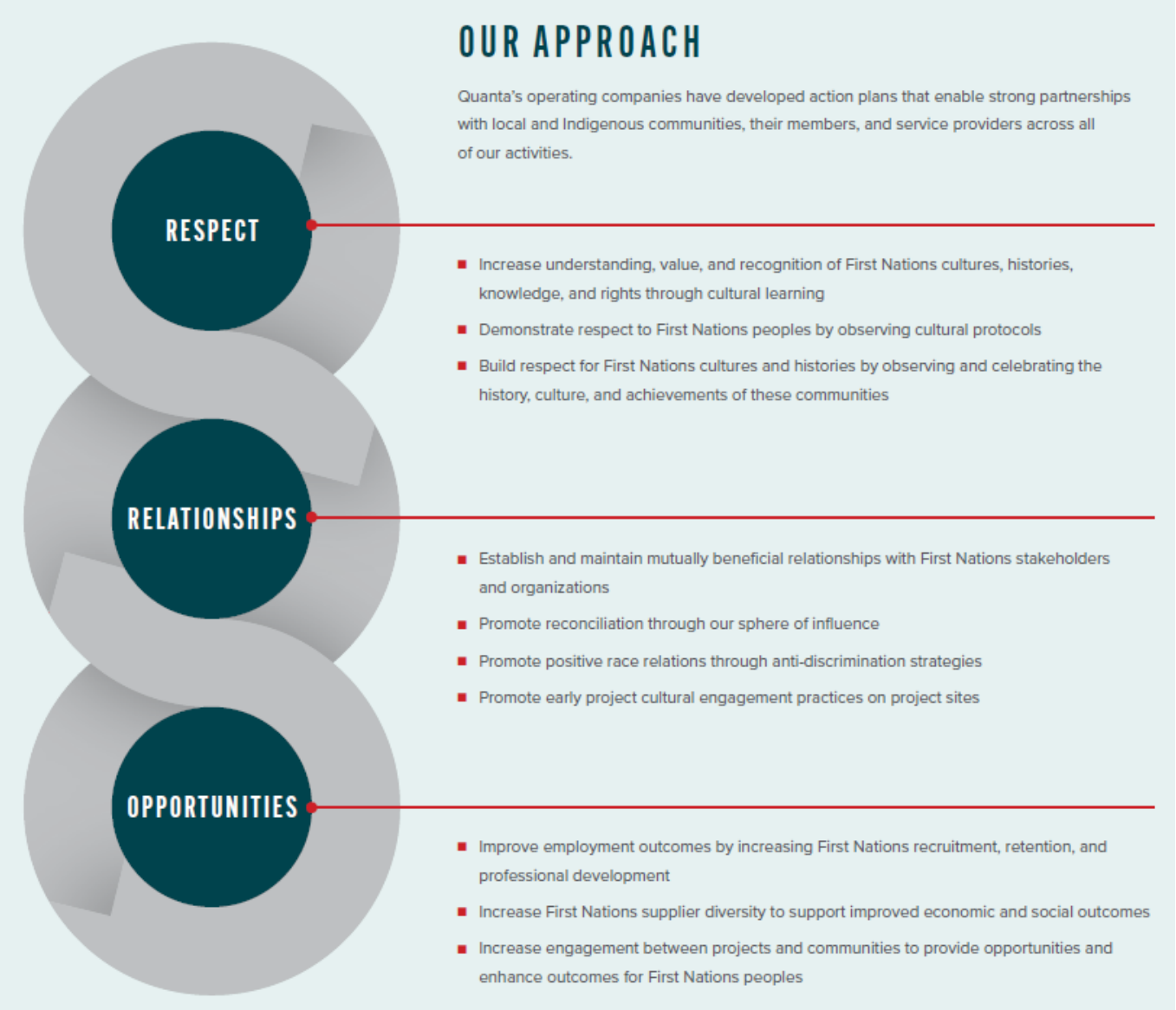
GRI 411: Rights of Indigenous People 2016

411-1 Incidents of violations involving rights of Indigenous peoples

At Quanta, we continue to be extremely proud of our diverse and highly skilled workforce who work in some of the world's most challenging and remote locations. As we do so, we continue to engage strongly with First Nations communities and implement strategies to build relationships, cultivate respect, and leverage shared opportunities. We seek to develop shared understandings with our customers that enhance opportunities for First Nations people. We set expectations for our project personnel that identify targets, milestones, and ways of working aligned with these commitments. We also endeavor to positively engage and develop effective relationships with First Nations communities where projects are located. Through our participation plans, we seek to promote opportunities and benefits for community members.

OMISSION 411-1 Incidents of violations involving rights of Indigenous peoples

Information not available. Actions to track incidents of violations involving the rights of Indigenous people are not collected. Quanta will continue to annually assess mechanisms to be able to report this information in the future.



GRI 413: Local Communities 2016

3-3 Management approach

Serving and Strengthening Communities

Key Impacts

- Quanta's community investment strategy directs its investments to accelerate social change and create a more sustainable and equitable future. (positive)

- Quanta has the ability to positively influence and impact local communities in which it operates through community outreach, such as volunteerism, providing talent or expertise to local initiatives, and making financial contributions. (positive)
- Local community leaders are key stakeholders in Quanta and its customers' projects, permitting discussions and other investments that Quanta makes in communities. (positive)

Our employees are part of the communities they serve, making them well-equipped to cultivate a flourishing community through philanthropy and engagement. Giving back our time and resources is core to who we are, and we embrace a culture where each of us can make a significant impact. Every year, Quanta donates millions of dollars to nonprofit partners and invests significant volunteer time in our communities. Every day, across our communities, we see our people creating impact beyond building infrastructure. It's visible on Little League ball fields, in the livestock barns at county fairs, and in the quiet places supporting those who support us: active-duty personnel and veterans, first responders, educators, and health care professionals. This is what makes Quanta and why I am so proud to be part of the advisory team that focuses on Quanta's long-term strategies to develop our people and our communities.

Commitments

- Spread across more than 1770 individual contributions, including donations, volunteering, and education spending, Quanta operating companies collectively invested $12.0 million in community impact in 2024. This represents a 21 % increase over 2023 and a 56% increase since 2022. Most of our community spending is dedicated to local community activities and youth development programs.

Community Impact Spend

Category	Units		2019	2020	2021	2022	2023	2024
Community impact spend	$		—	—	—	$7.7	$9.6	$12.0

Policies

- At Quanta Operating Companies, community awareness and outreach are integrated into each Operating Company's management discipline system. Community stakeholder engagement is a key priority, with resources aligned to ensure strong community involvement along with active listening by both Quanta operating companies, its customers, and its community partners.
- Operating Companies are required to report stakeholder lists and community giving quantities on a quarterly basis.
- 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.

2024 Action Taken

- Quanta employees collaborate across communities to develop and implement local community programs to address unmet needs. Quanta works closely with nonprofit partners to understand the needs of the communities and prioritize resources. Included among the needs addressed in communities where Quanta operates in 2024: education infrastructure, waste in the environment, health infrastructure, opportunities for students with disabilities, economic empowerment for women and girls, recycling, disaster relief, and long-term career and entrepreneurial skills.

- Whether through the dedication of time, talent or expertise, Quanta believes that volunteering promotes a positive employee experience, further supports Quanta's corporate citizenship priorities and investments and, ultimately, advances the Company's ambition.
- Individual Quanta Operating Companies have their own individual community outreach program, which directs time and resources depending on the nature of the community need.

Stakeholders Engaged

- Quanta Operating Companies
- Nonprofit organizations
- Customers
- Community organizations

413-1 Operations with local community engagement, impact assessments and development programs

Quanta Operating Companies implement local community engagement programs, including employee volunteerism, donations, serving on community boards, and participation in community or municipal activities. Quanta Operating Companies has established community outreach programs that outline its operations, products, applications, corporate social responsibility initiatives, and projects aimed at protecting the community's safety, health, and environment.

413-2 Operations with significant actual and potential negative impacts on local communities

For the list of risk factors for Quanta, see the Quanta Inc. Annual Report on Form 10-K.

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria

Respect for People is a core value at Quanta. To ensure Quanta's supply chain aligns with the highest standards, all Quanta suppliers must align with the Supplier Code of Business Conduct during the onboarding process, as well as with every purchase order. All requests for proposals, tenders, contracts, and purchase orders mandate that new and existing suppliers adhere to the principles of the Code.

414-2 Negative social impacts in the supply chain and actions taken

The well-being of Quanta's suppliers and the communities in which they work is a primary concern for Quanta's purchasing and supply chain teams. Quanta is continually improving its supplier assessment approach. No issues were identified in 2024 that necessitated the termination of a supplier.

GRI 415: Public Policy 2016

415-1 Political contributions

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, 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 Senior Director 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. For more information, including our Political Activity Policy, please visit Quanta's Investor Relations website.

GRI 416: Customer Health and Safety 2016

3-3 Management Approach

Delivering Cleaner, Safer Critical Infrastructure

Key Impacts

- 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 low-carbon electricity and connected by a modernized and resilient electric grid. (positive)
- At Quanta, sustainability is all about creating an enduring positive impact on society. Every day, our crews collaborate with our customers, always putting safety first and accelerating the transition to a lower-carbon economy. (positive)
- Through our leading role in driving the energy transition, our vision is to leave a measurable, safer, and more sustainable legacy for people and our planet, with a steadfast focus on our employees, customers, and communities. (positive)
- By delivering critical infrastructure services that enable tomorrow's technologies and capitalizing on the energy transition megatrend, as Quanta grows, so does its enduring positive impact on society. (positive)

Wind and solar energy are inherently safer than fossil fuels because t7hey produce no air pollution or greenhouse gas emissions, reducing health risks associated with respiratory diseases, heart conditions, and other ailments linked to air pollution. Unlike coal and natural gas, which release harmful particulates and toxic chemicals into the atmosphere, wind and solar operate without combustion, ensuring cleaner air for communities. They also avoid the dangers of mining accidents, oil spills, and explosions that frequently occur in the fossil fuel industry, thereby protecting workers and surrounding populations. With no radioactive waste or complex cooling requirements, they sidestep the risks associated with nuclear energy, eliminating the possibility of long-term environmental

contamination. Additionally, decentralized solar and wind installations allow communities to develop resilient power networks, preventing widespread outages that fossil fuel plants are vulnerable to. These renewable sources also offer safer job opportunities—workers in the solar and wind industries face far lower risks compared to those in coal mining or oil extraction. Overall, the transition to clean energy not only protects public health but also fosters a more secure, independent, and sustainable society.

Commitments

We developed a climate goal to build at least 100 GW of renewable energy capacity by 2035 or sooner. Not only does this commitment underpin our dedication to a sustainable future, but it also reinforces our leading role in building the energy transition. By partnering with our customers to accelerate the future of energy, the positive outcomes from achieving this goal will be substantial, resulting in reduced emissions and significant social and economic benefits. We want Quanta's legacy to be a cleaner, more sustainable future for all. Let's build it. Our ongoing commitment to sustainability is deeply rooted in our purpose. That commitment creates value for Quanta and our stakeholders by helping us identify new market opportunities to apply our services, which address society's most complex issues as North America's investment in the energy transition accelerates.

Policies

Underpinning our positive impact is our sustainability strategy, which aligns with many of the UN Sustainable Development Goals (SDGs)—a shared blueprint for peace and prosperity for people and the planet. At the intersection of creating value for both business and society, our projects have the power to make a better world by providing essential infrastructure, creating new jobs, enhancing social mobility, improving public health, and advancing the energy transition.

2024 Actions Taken

In 2024, we constructed 10 GW of utility-scale solar and wind capacity in the U.S., accounting for approximately 25% of all renewable capacity built in the U.S. that year.[1]

GW of Renewable Energy Constructed

Category	Units		2019	2020	2021	2022	2023	2024
Cumulative GW installed (since 2021)	GW		—	—	—	—	17.0	28.9
Progress towards 2035 goal (100 GW)	GW		—	—	—	—	17.0%	28.9%

Stakeholders Engaged

- Employees
- Customers
- Community Members

[1] https://www.eia.gov/todayinenergy/detail.php?id=64586

416-1 Assessment of the health and safety impacts of product and service

OMISSION 416-1 Assessment of the health and safety impacts of product and service

Information not available. Assessment of the health and safety impacts of product and services are not collected. Quanta will continue to annually assess mechanisms to be able to report this information in the future.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Quanta tracks product incidents and nonconformance with its internal standards on delivered projects. Quanta had no health and safety-related recalls of its commercially sold products in 2024.

GRI 417: Marketing and Labelling 2016

(GRI 417-1 to 417-3) To the best of our knowledge, Quanta had no substantiated complaints or legal actions fines or penalties for mislabeling or inaccurate information relating to its products or services

GRI 418: Customer Privacy 2016

3-3 Management Approach

Cybersecurity & Privacy

Key Impacts

- Quanta, as part of the utility energy industry, faces enterprise security threats that can significantly impact the safe and reliable operations of facilities, manufacturing and work processes, product transportation, proprietary technology, and information and data privacy. (negative)

Commitments

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.

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.

Policies

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 utilize cutting-edge tools and technologies, including 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.

Quanta is committed to safeguarding the personal information of its employees, customers, suppliers, and business partners, in accordance with applicable 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.

Stakeholders Engaged

- External assessors
- Internal business stakeholders

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Quanta is not aware of any material incidents or third-party material incidents relating to information systems security that affect the safety of Quanta's operations or its ability to serve customers, or significant breaches of personal information.

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.