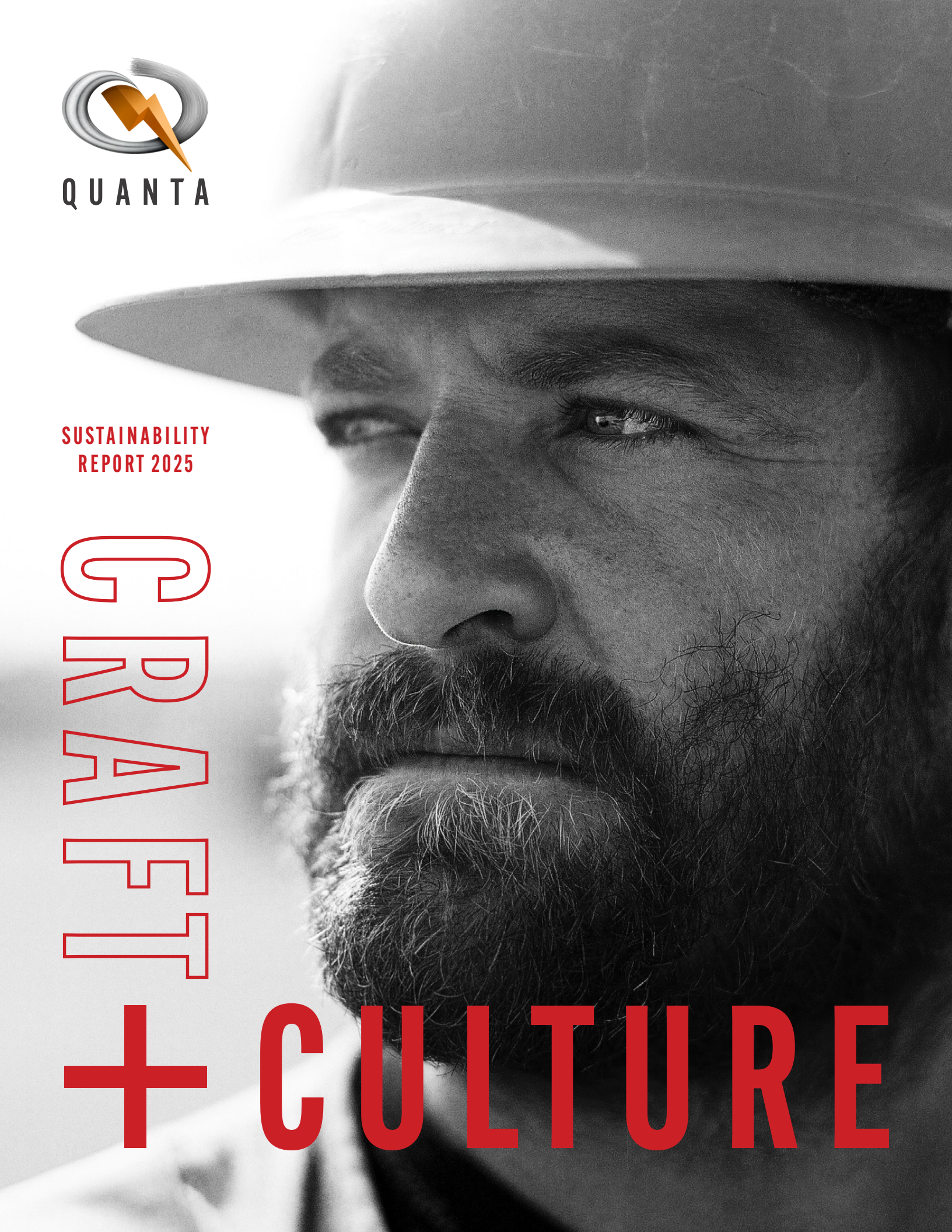
QUANTA

SUSTAINABILITY
REPORT 2025

CRAFT + CULTURE



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RISING TO THE CHALLENGE

Early investment in craft labor has enabled us to deliver critical infrastructure at scale—safely and reliably.



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Our focus on culture and craft has built an integrated training system that lets Quanta instruct, deploy, and strengthen a skilled workforce.

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Go on the road with Quanta and see work in the field across projects, environments, and teams—where taking care of people comes first.

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PROACTIVE PROTECTION

Quanta's approach to safety continually questions, learns, and improves, with a clear focus on preventing serious events and protecting our people who do the work.

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ABOVE & BEYOND

A Quanta team member answered the call during the floods in Kerr County, Texas, supporting recovery efforts alongside responders and affected families.



Scope

This report, Quanta's 2025 Sustainability Report, was published in September 2026 and reflects activities and initiatives in our fiscal year 2025 (January 1, 2025, to December 31, 2025), as well as certain subsequent events and initiatives that occurred after the end of fiscal year 2025, which we have endeavored to note as such. All quantitative data for Quanta included in this report, unless otherwise stated, represents fiscal year 2025. Additionally, unless otherwise noted, data in this report reflects the majority of our global operations (United States, Canada, and Australia), as relevant. All references to "Quanta," "Quanta Services," "Company," "us," "we," "our," or similar terms in this report are references to Quanta Services, Inc., together with its subsidiaries.

Our last report, the 2024 Sustainability Report, was published in October 2025.

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

Report Structure: Our Commitment to Transparency

This report follows an impact, environmental, social, and governance (IESG) structure, leading with a discussion of our positive impact on society in the "2025: The Year in Stories" section, followed by the "People" (social) section because people are at the center of what makes Quanta who we are, followed by "Planet" (environmental) and "Principles" (governance). This report has been written for a broad range of stakeholders, including but not limited to our customers, suppliers, investors, and nonprofit organizations.

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

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

These standards provide criteria for us to report against across a range of IESG topics and are available for download at sustainability.quantaservices.com.

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

Forward-Looking Statements

This report (and oral statements regarding the subject matter of this report) includes forward-looking statements intended to qualify under the "safe harbor" from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements include any statements reflecting Quanta's business or financial outlook and expected opportunities, technological developments, competitive positioning, future economic and regulatory conditions, and other trends in particular markets or industries, as well as other statements reflecting expectations, goals, targets, intentions, strategies, assumptions, plans, or beliefs about future events or performance or that do not solely relate to historical or current facts. These forward-looking statements are not guarantees of future performance; involve or rely on a number of risks, uncertainties, and assumptions that are difficult to predict or are beyond our control; and reflect management's beliefs and assumptions based on information available at the time the statements are made. We caution you that actual outcomes and results may differ materially from what is expressed, implied, or forecasted by our forward-looking statements and that any or all of our forward-looking statements may turn out to be inaccurate or incorrect. For additional information concerning some of the risks, uncertainties, assumptions, and other factors that could affect our forward-looking statements, please refer to Quanta's Annual Report on Form 10-K for the year ended December 31, 2025, as well as any other documents filed with the Securities and Exchange Commission (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. Further, certain statements are based on third-party data, estimates, or standards that Quanta has not independently verified or reviewed. While estimates and assumptions used are believed to be reasonable at the time of preparation, the inclusion of projections and estimates in this report should not be regarded as guarantees. Our disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in governmental policies, or other factors which may be beyond control. The inclusion of projections and estimates in this report should not be regarded as an indication that Quanta considered or considers such information to be a reliable prediction of future events.

FROM OUR CEO

A MESSAGE

At Quanta, craft labor *is* our business model. Across every market we serve and every project we deliver, our success is driven by the strength of our craft-skilled workforce and the connected culture that underpins it.

As demand for reliable power, resilient infrastructure, and modern energy systems continues to accelerate, the role of craft labor has never been more important. Our ability to self-perform complex, mission-critical infrastructure work at scale differentiates Quanta and provides our customers with certainty in an increasingly complex operating environment. Day in and day out, our craft-skilled professionals deliver with discipline, precision, and pride, whether modernizing electric grids, expanding power generation, or supporting the infrastructure for emerging technologies. That capability is the result of sustained investment in training, safety, and leadership development, and remains the foundation of our long-term strategy.

Quanta's culture doesn't come from our corporate offices. It is shaped in the field, from the ground up, where experienced teams look out for one another with a sense of family and strive to do the right thing on every job, every day. By investing early and continuously in training and development, we ensure that our people can grow their careers while enabling Quanta to adapt as customer needs evolve. Our culture is reflected in how we plan, execute, and learn from our work, which are also the three core principles of The Capacity Model™. By design, this alignment ensures that our culture and our approach to safety work hand in hand.

This year's sustainability report reflects a simple truth that has guided Quanta for decades: Execution, safety, and long-term value are only possible when skilled people are supported by a strong family culture, rigorous training, and a shared commitment to doing the work the right way.

This year, as I mark my tenth year leading Quanta and as a fourth-generation lineworker, more than anything, I am proud of our people and the tough work they do in challenging conditions every day. Their skill, professionalism, and dedication are the true measure of our success and the reason Quanta is well-positioned to support the infrastructure needs of today and the opportunities of tomorrow. Thank you for your continued trust and confidence in Quanta Services.

EARL C. "DUKE" AUSTIN, JR.

President & Chief Executive Officer



WATCH

Duke Austin reflects on a decade of leadership of Quanta Services.

THE CHALLENGE

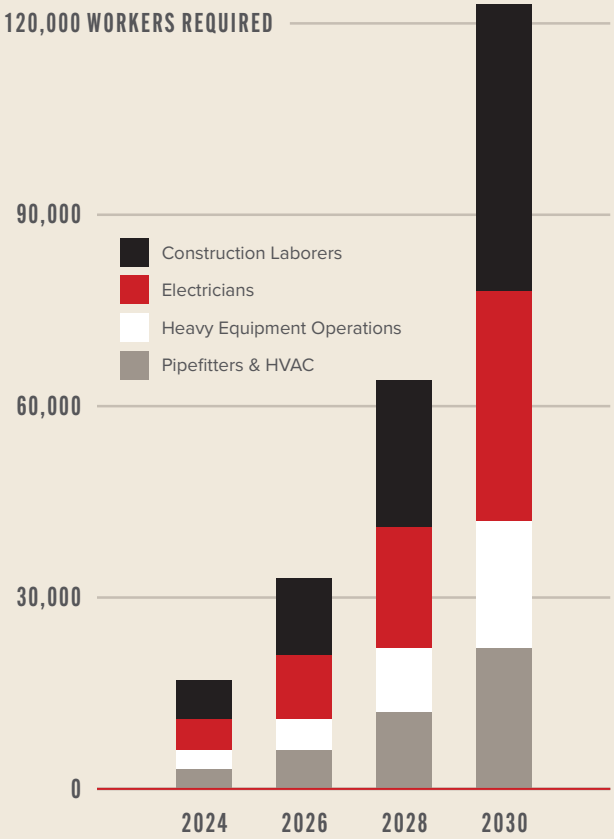
RISING TO

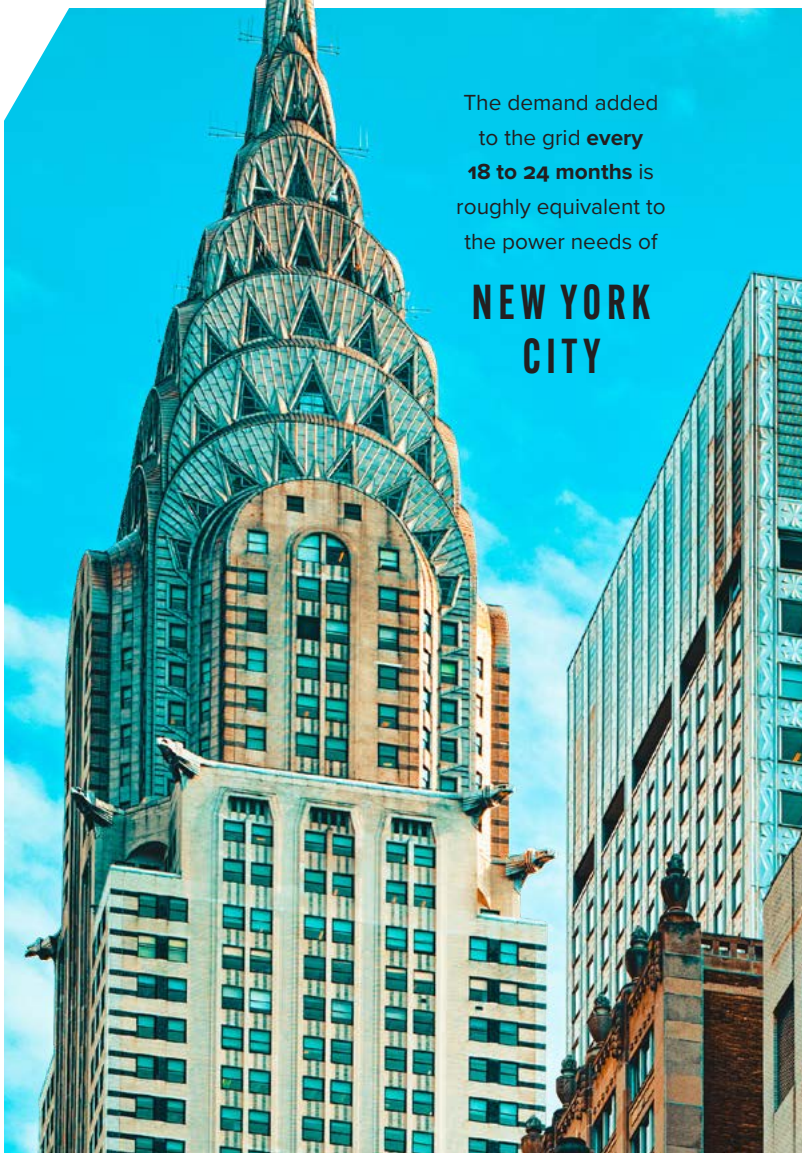
1.7%

Approximate **annual growth rate** of U.S. electricity demand since 2020

See references on page 103.

SKILLED TRADES DEMAND





The demand added to the grid **every 18 to 24 months** is roughly equivalent to the power needs of

NEW YORK CITY

HOW QUANTA IS RESPONDING

CAPACITY

EXPANDING CRAFT

Ahead of the Curve: Continuing to invest in workforce development through apprenticeships, training centers, and strategic partnerships



EXECUTION AT SCALE

Providing Certainty to Customers: Combining local execution with enterprise scale to deliver critical infrastructure safely, reliably, and on schedule



SAFETY-DRIVEN PERFORMANCE

STKY Focus: Redefining safety through a human-performance approach focused on critical risk and preventing serious injuries and fatalities



HOW QUANTA BUILT ONE OF THE INDUSTRY'S

MOST ADVANCED WORKFORCE MODELS

Two forces. One model. Our culture is shaped in the field, while our craft is developed through training, dedicated facilities, and investment in our people.

CULTURE

1997

Founded on Craft Labor Access: Established craft labor as a core strategic priority, elevating the role of field execution

CRAFT

2015

Quanta Advanced Training Center Established: A 2,300-acre, purpose-built campus advancing safety, technical skill, and hands-on training

CULTURE

2009

Field-Based Training Formalized: Quanta's field-led training approach recognized and adopted as an industry standard







$250 M

invested in training infrastructure and curriculum over the past decade

100+

proprietary technical courses developed and delivered across the organization

CRAFT

2016

Structured Entry Pathways Expanded: Pre-apprentice and apprentice programs formalized to strengthen workforce development

CRAFT

2018

Northwest Lineman College Acquired: Expanded curriculum capabilities and scaled training delivery across the organization

CULTURE

2019

The Capacity Model™ Created: A safety-driven framework shaping how work is planned, executed, and learned from

CULTURE

2021

Professionalizing Technical Instruction: Established a nationwide standard for technical educators and trainers, advancing craft instruction across the industry

CRAFT

2025

Competency-Based Training Implemented: Skills-based progression model accelerating journeyman readiness by more than 30%





25+

years advancing craft workforce development and training innovation

$100 M+

annual investment in training, curriculum, and workforce development

NOTABLE AWARDS

QUANTA SERVICES



2025 ENR TOP 600

#1

Specialty Contractor in America, *Engineering News-Record* 2025 Top 600 Specialty Contractors list

TIME AMERICA'S GROWTH LEADERS PUBLIC COMPANIES statista 2026

#51

on *TIME's* 2026 **America's Growth Leaders** list

FORTUNE WORLD'S MOST ADMIRED COMPANIES 2025

#3

in the Engineering & Construction sector of Fortune's 2025 **World's Most Admired Companies**





#203

on the 2025 ***Military Times*** **Best for Vets Employers** list

FORTUNE 500 2025

#184

on the Forbes 2025 **Fortune 500** list

Forbes AMERICA'S BEST COMPANIES 2026

#110

on the Forbes 2026 **America's Best Companies** list



#1

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

·H100· 2025 Winner

#6

on the 2025 **Healthiest 100 Workplaces in America** by Healthiest Employers



Prime Supplier of the Year, 2025 Houston Minority Supplier Development Council (HMSDC) Rigel Awards

RECOGNIZING QUANTA OPERATING COMPANIES

Valard | CONSTRUCTION LP

Valard Construction LP received multiple 2025 Canada's Safest Employers Awards. It was named **Canada's Safest Utilities and Electrical Employer** and also received a **Canada's Safest Construction Employer Excellence Award** in the "Over 300 Employees" category.



hbk ENGINEERING

HBK Engineering was ranked **No. 26 in the 2025 Top 50 Design Firms** list by *Trenchless Technology* magazine.

HBK Engineering was ranked **No. 213 on the 2025 Top 500 Design Firms** list by *Engineering News-Record*.

SUMMIT LINE CONSTRUCTION

Summit Line Construction was named a 2025 **Utah Top Workplace** by the *Salt Lake Tribune*.

Summit Line Construction won a **Highwire Gold Safety Award** in recognition of its strong safety management system resulting in exceptional safety performance and results.

LEE ELECTRICAL CONSTRUCTION, LLC

Dominion Energy presented Lee Electrical Construction, LLC, with a 2025 **Momentum Sustainable Partner Award** for their commitment to reducing environmental impact within the supply chain.

W.T. BYLER CO

W.T. Byler Co. won a 2025 **Union Pacific Supplier Sustainability Partner Award** for their commitment to advancing environmental stewardship and sustainable business practices.

IN FOCUS

FOCUS

CELEBRATING LEGACY:

HIGH IMPACT AWARDS

At Quanta, we celebrate the individuals and families whose leadership, mentorship, and long-term commitment have helped shape our company over generations. Their influence can be seen in the values they pass on, the knowledge they share, and the example they set every day in the field and across our businesses. Through their dedication, they help strengthen our culture, develop the next generation of craft professionals and leaders, and build a legacy that extends far beyond any single project.

Halpin Family

With 11 family members contributing to Blattner's success over two decades, including six current employees, the Halpin family's leadership, mentorship, and grit have shaped crews, enriched culture, and left a lasting mark on every job site they've touched.





Rufus Killen

For more than 55 years, spanning 28 states and thousands of miles of transmission line, Rufus Killen has helped shape the landscape of power line construction through unmatched expertise and unwavering dedication. From leading some of Irby's most complex 765 kV, 500 kV, and 345 kV projects to mentoring the next generation of superintendents, his legacy is defined by excellence, leadership, and the lasting respect of customers and crews alike.

2025: THE YEAR IN

STORIE



ES



THE SAME WORDS EVERYWHERE





18 DAYS. 10 DESTINATIONS ACROSS NORTH AMERICA. ONE MISSION: **TO EXPERIENCE QUANTA'S CRAFT AND CULTURE** ON THE JOB SITES WHERE THE WORK GETS DONE.



A major transmission project in Central Ontario, end of fall. I'm watching a transmission tower go up, one of more than a thousand that will rise along this route before the project is complete. Over 45 minutes, it moves from horizontal to vertical: lifted, set, and fully secured with precision. The foreman directs the work like the conductor of an orchestra.

Afterward, I ask him how cold it gets on the lines in the middle of winter.

"In a few months?" he said, glancing upwards. "Minus fifty."

I asked if that was Fahrenheit or Celsius.

"At that temperature," he said plainly, "they're the same."



A few weeks earlier, I'd been in a very different place: touring a solar and battery storage site in the Mojave Desert. There, the conversation went in the other direction. I was told that a few months earlier, in the middle of summer, temperatures had climbed well past 120 degrees Fahrenheit. The heat shaped everything: how work was sequenced, how people rotated, and how water and shade became part of the STKY risk discussion at the start of each day.

As we climbed into a truck for a site tour, I asked the superintendent if there was much wildlife on-site.

He paused for a moment. "Scorpions. Snakes, everywhere," he said calmly.

What stayed with me wasn't the extremes, but how casually they were described. No bravado. No complaints. Just facts. Conditions you plan for. Risks you manage. Work that still must get done, no matter what.

That's when I realized: If you really want to understand Quanta culture, you must get out into the field where the craft labor is doing the work and meet the people who, every day, solve problems, look out for one another, and get the job done, no matter the conditions.





So, I went on the road across North America, from deserts where you're warned about what might be hiding underfoot, to northern projects where cold becomes a design constraint. From dense cities with traffic a few feet away to places so remote that the job site stretches to the horizon.

And after all the miles, what stood out the most wasn't the scale of the work, but the people. Different operating companies, regions, and projects, yet the same language, the same routines, and the same priorities showed up everywhere.

Take care of the crew, do the work right, and make sure everyone goes home.





THIS ISN'T A MEETING TO IMPRESS ANYONE. **IT'S A MEETING TO GET EVERYONE HOME SAFELY.**





The Morning Stand-Up, Everywhere the Same

No matter where I was, the day began the same way. It's still dark enough that the yard is lit by floodlights, bucket trucks parked in rows like resting animals. The cool air has that early-morning quiet, with engines idling softly in the background and boots crunching on gravel. People arrive already in motion, hard hats adjusted, vests zipped, coffee cups set down somewhere they won't be kicked over. There's no rushing, just the calm efficiency that comes from doing this together, over and over again.

The morning stand-up brings everyone closer together. No stage, no formality. Just a semicircle of crews, foremen, supervisors, and today, a few visitors lingering at the edges. The tone is familiar, conversational. This isn't a meeting to impress anyone. It's a meeting to get everyone home safely.

It starts with a good catch. An energized switch was spotted the day before. It was live, heavy, and hanging where it shouldn't be. Someone slowed down and stopped the job. The crew talked it through, made the call, and escalated it the right way. The hazard was removed, secured, and corrected.

Listening to it retold, the outcome sounds obvious. But it only happened because they chose the harder path: stopping work, making calls, explaining delays,



and doing it by the book, making sure it didn't become a different story people would tell in a quieter voice.

The conversation then shifts to the routine reminders that come with every stand-up meeting. PPE expectations, eye protection, and tool safety are reviewed alongside recent safety performance. The discussion focuses on identifying issues early, learning from incidents, and making sure lessons are shared.

Mental health is part of the conversation as well. It is discussed in the same practical way as any other safety topic. The point is simple: People spend long hours together, often under demanding conditions, and looking out for one another includes recognizing when someone may need support.

After the stand-up breaks, crews head toward their trucks and the day's work begins. The meeting is over, but its purpose is clear. Everyone understands the work ahead, the risks involved, and the responsibility they carry onto the job site.



The Language of the Field: When we analyzed the language used across our discussions at job sites, the same words showed up again and again—across projects and companies from Australia to Canada to the U.S.







The Work Itself

As the day unfolds, the work changes with each location, but the expectations do not. The roles may differ, and the conditions may vary, yet the responsibility to do the work safely and correctly remains the same. At a live transformer station expansion project, everything hums. The work takes place around 200,000 volts, with limited approach distances and strict controls on anything metallic overhead. If lightning moves into range, the site clears.

At a heavy civil site, you quickly realize that coordination is what keeps the project moving. Crews, equipment, and work activities are constantly being planned and adjusted. Everyone understands where they fit, what comes next, and the impact if something slips.

Out on the SunZia wind project, the scale stretches differently. Turbines spread across miles of landscape, requiring long drives between work areas, and the weather can change without warning. Crews live together for months, sometimes years. In that environment, leadership isn't about visibility. It's about presence. Knowing when someone's off, and knowing when to push and when to pause.

Inside a modular data center facility, the rhythm changes. This isn't a job site; it's a production system. Decisions are made upstream, mistakes are designed out early, and work on the floor is reduced to execution. Precision matters not because someone is watching, but because every miscut, delay, or deviation ripples forward into shipping schedules, site integration, and commissioning windows that don't move.

And sometimes, the work doesn't look like a project at all.





MOJAVE DESERT
CALIFORNIA



SUNZIA
NEW MEXICO



TORONTO
ONTARIO

It's 3 a.m. in the middle of a snowstorm, and two crew members in a truck respond to calls most never see. A city depends on decisions made quietly and quickly. Reliability here isn't a metric; it's a daily responsibility.

During storm response, days stretch as long as necessary. Crews mobilize quickly, and work continues until power is restored. On one job, a homeowner walked out to the edge of the property carrying a tray of sliced watermelon. No speech. Just a nod. The crew stopped for a few minutes, took off their hard hats, and accepted the gesture. Then it was back to work; there were still outages to restore and only so many hours of daylight left.

And every job site has a nervous system. At a remote camp site in central Ontario, I meet a field project assistant who describes her day in a way that moves from calm to not-so-calm without warning. She is the connective tissue between travel, HR, the camp, head office, and whatever is about to happen next. Someone gets sick, needs a ride out, or has a family emergency and needs to get home. People move, and the project keeps going because someone is quietly making a hundred decisions no one ever sees.

"We're with these people more than we are with our family," she tells me. "This becomes your family when you're at work."

Safety is personal, and "everyone goes home" is more than a phrase. It reflects a responsibility people feel for one another and a commitment that shows up every day in the field.

YOU CAN'T DO THIS FROM AN OFFICE. YOU'VE GOT TO BE OUT HERE. **YOU'VE GOT TO KNOW THEM ALL.**









Make your people better than you—that's the job.

Steve Welshons gestures around the site. "This started as nothing," he says. "Look at it now." He talks about the infrastructure taking shape, but the conversation repeatedly returns to the people who built it and those who will carry the work forward after this project is complete.

"You've got to take care of them," he says.

We're standing at an EV truck-charging site, one of the largest of its kind, but the conversation drifts quickly away from equipment, tie-ins, and schedules. He's been in the industry long enough to know that the hardest part of any job isn't getting concrete in the ground or cable in the trench. It's getting the right people to do the work and making sure they're better at it on the other side.

Careers, he explains, don't move in straight lines.

People come from everywhere: printing shops, ranches, selling garage doors, and the military. Some arrive confident, while others are unsure of what they've gotten themselves into. Some stay for decades, and some don't last a week. As Steve talks about building crews, he keeps returning to the same point: People respond differently, and good leaders learn how to meet them where they are.

"You see things in people," he says. "You can tell who's got it. And when you see it, you help them."



Every Quanta project depends on hundreds of people in different roles—from office to garage to field, from procurement and engineering to construction.

He points out a foreman who started quietly and was unsure of himself just a few years ago, and another who took longer to find his footing. Then there's a veteran who has been around long enough that he doesn't need to say much. He simply shows up every day and gets the job done.

What matters, he says, is presence.

"You can't do this from an office," he tells me. "You've got to be out here. You've got to know them all."

Steve says leadership starts with knowing your people. Not just what they do, but how they're doing. Over time, you learn when someone seems distracted or when something outside of work may be weighing on them.

The conversation eventually turns to safety. As people discuss STKY hazards, the exchange becomes less about procedures and more about shared experience. One person raises a concern, another adds an example, and the discussion grows from there.

"The more people you get involved," he says, "the safer the work."

He laughs when he talks about new hires who think the trades mean showing up and doing whatever they want.

"They don't last," he says plainly.

But when someone shows real potential, crew leaders invest, gradually give them responsibility, and help them grow.

"Make your people better than you," he says. "That's the job."

After decades in the industry, Steve still gets excited about new projects and the challenges they bring. Yet as he talks about the work, the conversation repeatedly returns to the people who have grown alongside it and the experience, skills, and relationships they build along the way.

WHAT I BROUGHT HOME

By the end of my time on the road, I learned Quanta's culture isn't a bunch of throwaway phrases dreamed up in a corporate meeting room.

CULTURE IS HOW AN ORGANIZATION GETS THINGS DONE, AND IT'S WRITTEN ON THE FACE OF EVERYONE YOU MEET AND **HOW THEY CARE FOR EACH OTHER, LIKE FAMILY.**

Across projects and regions, the same words kept coming up: safety, family, home, and experience. That's powerful because it shows consistency of culture, wherever you go.



GRANT FORMAN, Ph.D., a chemist by training, has held senior management positions in sustainability since 2008 and has served as Quanta's Senior Director of Sustainability since 2021.

OUR COMMITMENT TO

PEOPLE

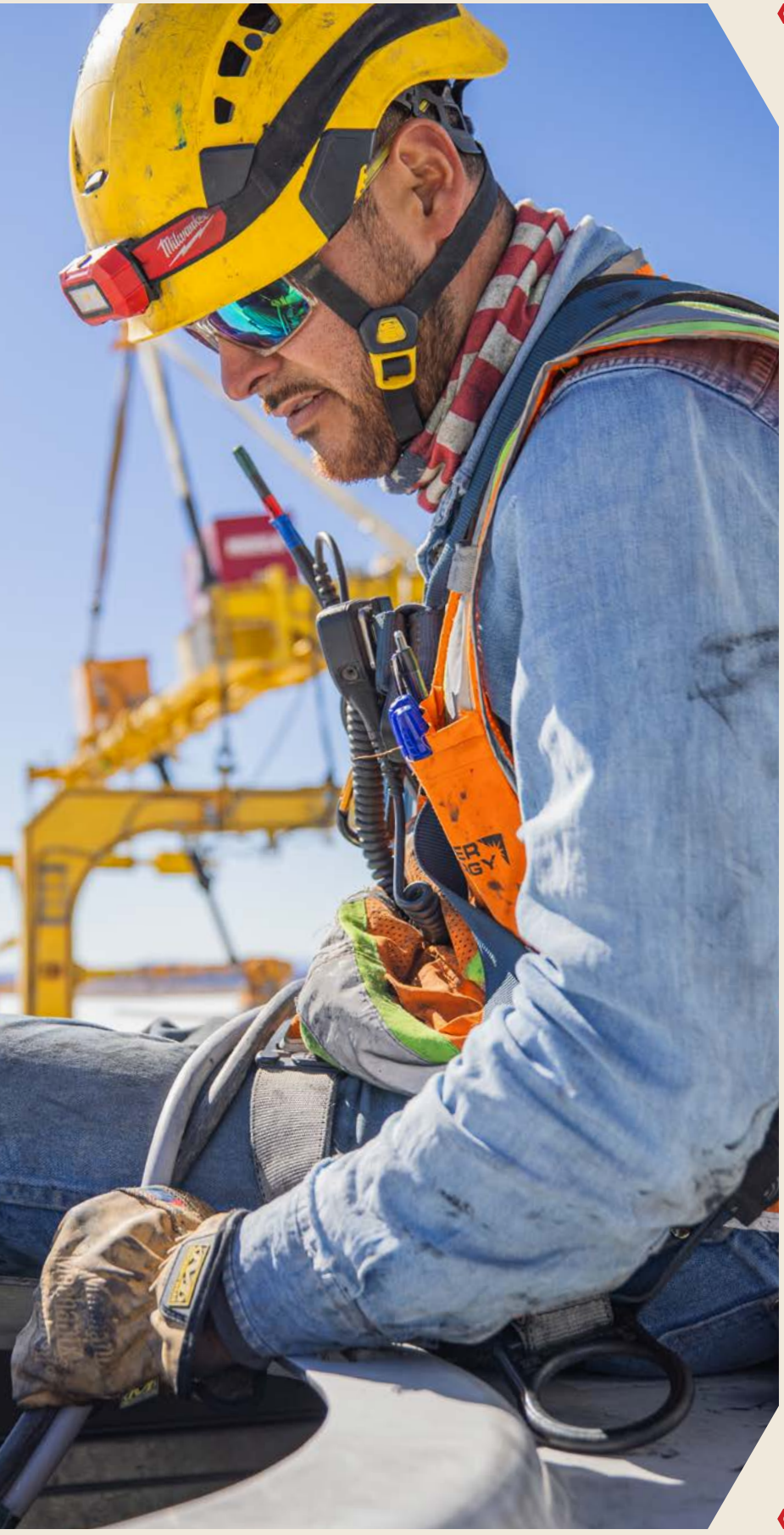




A CULTURE OF SAFETY

At Quanta, safety is not a bolt-on program; rather, it lives in how crews look out for one another, how projects are executed, and how craft knowledge is passed down. We also recognize that we don't get better by doing things the same way, so our safety practices continue to advance through field insights, learning, and continuous improvement—grounded in a simple objective: Every employee goes home safely every day.





We have chosen the challenge of eliminating life-threatening, life-altering, and life-ending events within Quanta and the industries we serve. We have taken on this challenge not because it's easy—it is hard work. This helps us organize around a common goal, and it requires our best energy and skills to make it happen. We accept this challenge on behalf of the families of our employees, the men and women doing the work in the field every day. But just because everyone got home last night, does that mean we were truly safe? When nothing appears to be happening, do we really know what's going wrong?

AT QUANTA, THAT'S WHAT WE ASK OURSELVES EVERY DAY, AND IT'S THIS EXACT MINDSET **THAT KEEPS US GROUNDED AS STUDENTS OF THE PROFESSION** AND STUDENTS OF THE CAPACITY MODEL.

MATT COMPHER

Senior Vice President,
Operational Performance



OUR CORE PROGRAMS

Informed by how work is actually performed in the field, Quanta's core safety programs translate experience into practical tools that help crews identify life-threatening hazards, understand energy risks, and strengthen the capacity to plan work carefully, communicate clearly, and work safely.







The Capacity Model™: Building Individual Safety & System Capacity

The Capacity Model™ (TCM) aims to eliminate life-threatening, life-altering, and life-ending events by focusing on human performance and building the capacity to fail safely. Developed in close consultation with our workforce and industry-leading experts and endorsed by executive management and the Board of Directors, TCM is an honest assessment of how work is actually performed, ensuring success is not left to chance and failure does not result in life-threatening, life-altering, or life-ending outcomes. By embedding TCM across our operating companies, we continue to strengthen our safety approach and raise the standard for our industry.

WATCH

Hear how Quanta's safety culture empowers our people to lead by example and learn from the field.

Stuff That Kills You: Prioritizing Life-Threatening Risks

At Quanta, by identifying specific hazards as STKY—Stuff That Kills You—we intentionally focus safety conversations on the risks that matter most. This risk-based approach enables STKY to be integrated into our safety processes, driving solutions and safeguards to control high-energy, life-threatening, and life-altering hazards. Most importantly, STKY changes the conversation with crews by clarifying what truly demands our attention.

WATCH

See how STKY helps workers identify and mitigate job hazards.

The Energy Wheel: Understanding STKY Hazards

The Energy Wheel was developed to help workers recognize and evaluate the different forms of energy present on a job site—electrical, mechanical, thermal, chemical, and others—and understand how these forms of energy can create risk. This approach strengthens operational risk assessment by prioritizing prevention and ensuring that, when work does not go as planned, failures do not result in serious harm. Applied in everyday activities such as job briefings and job safety analyses, the Energy Wheel makes hazard identification and risk mitigation a consistent and expected part of how work is done.

WATCH

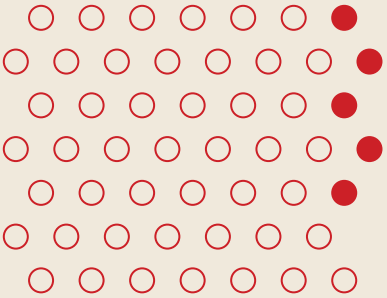
The Energy Wheel helps manage energy sources and risks.

2025

+ PROGRESS

HIGHLIGHTS

TOTAL LIVES SAVED DUE TO DEPLOYED AUTOMATED EXTERNAL DEFIBRILLATORS



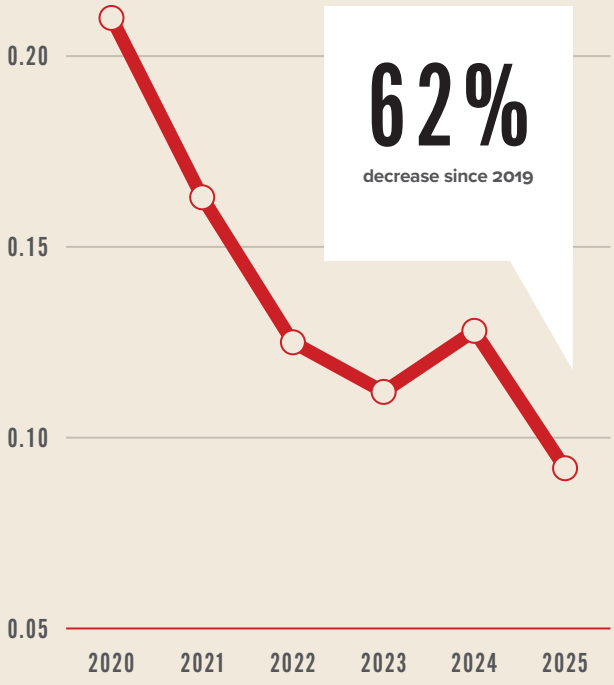
5 lives saved in 2025

51

lives saved since program began



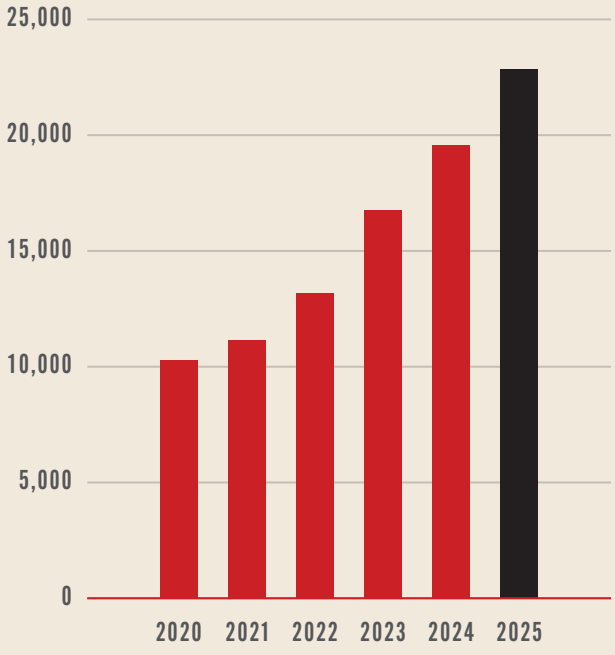
"STUFF THAT KILLS YOU" (STKY) ACTUAL RATE



62%

decrease since 2019

TOTAL NUMBER OF AUTOMATED EXTERNAL DEFIBRILLATORS DEPLOYED TO JOB SITES



SAFETY LEADERSHIP ACADEMY

The Quanta Safety Leadership Academy: Developing the Next Generation of Safety Leaders

The Quanta Safety Leadership Academy (QSLA) is a framework created to elevate safety leadership across our organization. By integrating technical training, behavioral science, and leadership development, the academy empowers safety professionals to protect people more effectively by building trust, improving how teams work together, and creating environments where safety thrives.

QSLA begins with a simple belief: Great safety leaders are students of the profession—always curious, always humble, always striving to improve. We encourage every safety professional to stay engaged in their own development and continually look for ways to strengthen their impact on their teams and the organization.

QSLA is built on a tiered framework that supports professional growth across an individual's entire safety career. Each level of the academy—Foundational, Intermediate, and Advanced—is designed to provide the tools, experiences, and education they need to reach the next stage of their journey. This structure supports ongoing development for all safety professionals, helping them to progress with purpose.

The academy is designed with intention. Learning is not random or one-size-fits-all; it is sequenced to develop technical understanding, leadership capability, and strategic thinking in a progressive, practical way. Safety professionals move through the levels at the pace appropriate to their role, experience, and development goals.

Through local leadership, mentorship, and day-to-day application, Quanta operating companies ensure the framework becomes more than a concept. It's embedded in how we lead, learn, and support one another. Key programs include:

- **PWR to Lead:** An advanced program for senior leaders, focused on strategy, systems thinking, and driving organizational impact
- **PWR Your Potential:** Built for mid-career professionals to grow influence, improve communication, and lead collaborative problem-solving
- **Safety EX:** A field-based course that sharpens technical knowledge, strengthens safety decision-making, and fosters peer-to-peer learning
- **PWR UP:** A launchpad for early-career safety professionals, focused on field safety compliance, hazard recognition and control, and building industry connections
- **Safety Internship:** A hands-on introduction to safety and utility construction, giving college students real-world experience and a look into life at Quanta

The true strength of Quanta is our people. With QSLA, we are investing in the leaders who will shape not just the future of safety, but the future of this industry.

THIS IS HOW WE HONOR OUR COMMITMENT TO EVERY INDIVIDUAL IN THE QUANTA FAMILY.

EARL C. "DUKE" AUSTIN, JR.

President & Chief Executive Officer,
Quanta Services

IN FOCUS

QSLA PHILOSOPHY & GUIDING PRINCIPLES

At the core of QSLA is the belief that safety reflects how we lead, think, and care about people. These principles influence how we show up as leaders and how we measure success—not just in safety, but in strengthening the business and serving the communities we operate in. We believe:

Safety is about people, not just compliance.

We do this work because we value the lives, voices, and well-being of the people in the field. Rules provide structure, but it's our care for people that gives those rules meaning.

Leadership exists at every level.

Leadership is not defined by title—it's determined by action, and any safety professional can influence culture and create positive change. We believe in leaders who care enough to notice what matters and are bold enough to do something about it.

Learning is how we improve.

Real learning happens every day when we ask questions, seek understanding, and look more closely at how work really happens. Learning is a deliberate improvement strategy, not a reaction.

Understanding how work gets done is essential.

Risk doesn't live in a manual—it lives in the field, where workers navigate challenges in real time. Workers are not the problem to be solved; they're the experts who solve problems every day.

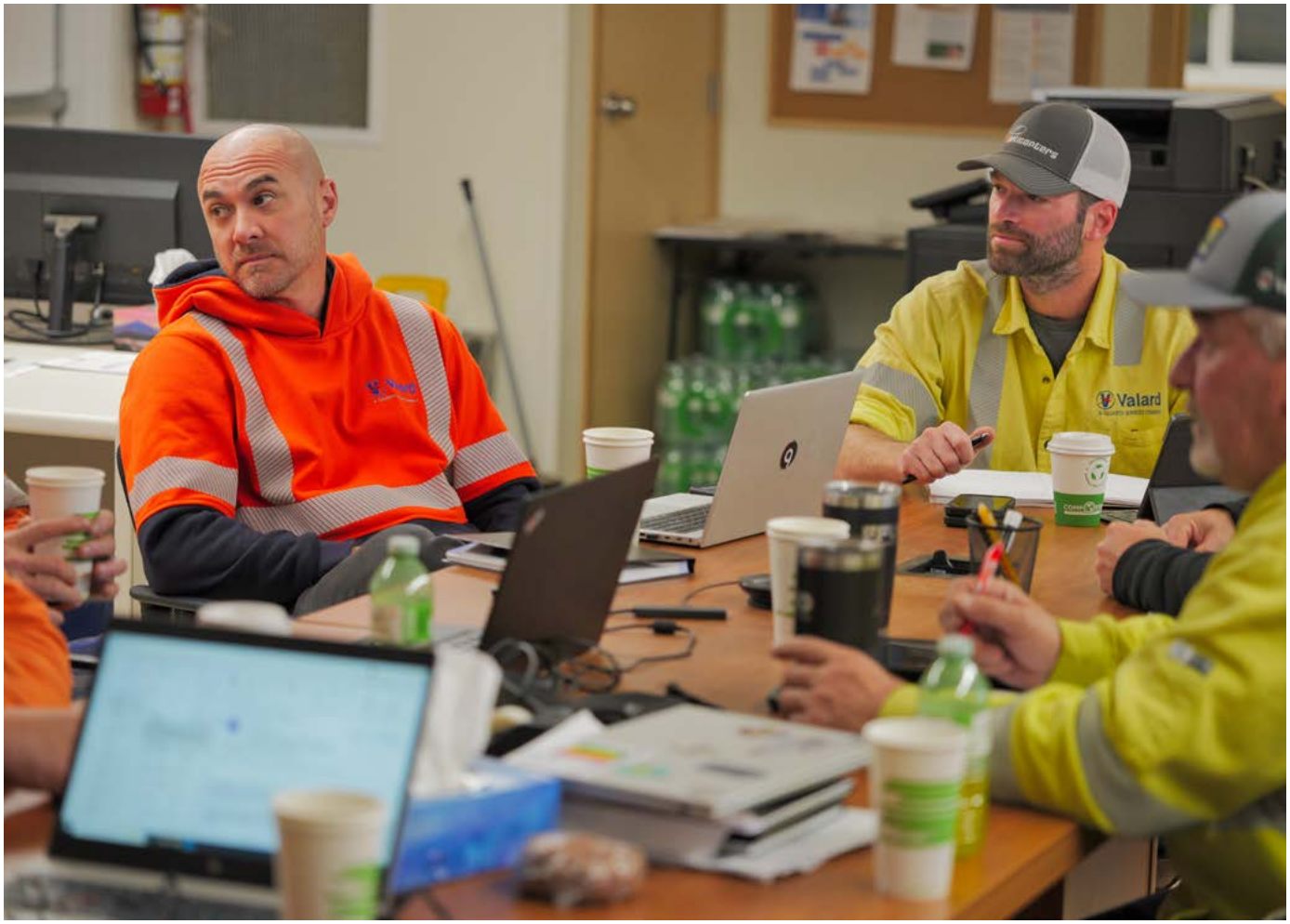
Innovation and adaptability fuel progress.

As work and risk evolve, so must our thinking. The best safety leaders stay curious, ask better questions, and adapt quickly to support safe, efficient work.

Service defines how we lead.

True leadership is about serving others. We're in the field helping crews solve problems, getting our hands dirty, and doing the work others might not notice. We show up with urgency, pride, and follow-through.





Job Hazard Analysis & Proactive Risk Management

At Quanta, safety begins with understanding how work is actually performed in the field. One of the foundational tools we use to do this is the Job Hazard Analysis (JHA). A JHA is a structured process our crews use to break work activities into key steps, identify potential hazards along the way, and establish controls to reduce risk before work begins. More than a form or checklist, the JHA is intended to be a conversation that aligns crews on how the job will be done safely and what could go wrong if conditions change.

We use the JHA process because construction and utility work are dynamic. Conditions shift, environments change, and no two jobs are exactly alike. The JHA creates a pause point for crews to think ahead, share concerns, and apply their experience before exposure occurs. It also reinforces personal accountability by encouraging every crew member to speak up and contribute, regardless of role or tenure.

Over time, we have continued to evolve our JHA process to better focus attention on the hazards most likely to result in serious injury or fatality. This evolution has been informed by The Capacity Model™ and the concept of Stuff That Kills You, or STKY. These approaches help shift the conversation from generic hazards to the underlying sources of harmful energy that exist in the work, such as electrical, mechanical, gravitational, pressure, or motion.

By emphasizing high-energy hazard identification and effective controls, our crews are encouraged to look beyond surface-level risks and ask deeper questions, such as: Where is the energy? How could it be released? Do our controls truly reduce exposure and allow us to fail safely? This mindset strengthens critical thinking in the field and supports more deliberate decision-making, particularly under non-routine or changing conditions.

Enhancing Hazard Identification Through Technology & AI

In parallel with strengthening the human side of hazard identification, we are also exploring how technology and artificial intelligence can better support our crews and safety professionals. These tools are not intended to replace Job Hazard Analysis (JHA) conversations or field-based judgment. Rather, they are designed to complement them—enhancing our ability to capture, assess, and learn from hazard information at scale.

Over the past year, we have piloted several emerging solutions, including RiskTalk, FYLD, and SmartTagIt. Each platform approaches hazard identification from a different perspective, ranging from voice-enabled risk capture and real-time insights to video-based observation and AI-driven pattern recognition. Collectively, these pilots are helping us identify emerging trends, improve the quality of hazard controls, and share learnings more effectively across crews and operating companies.

As we evaluate these technologies, our focus remains on practical value in the field. We are prioritizing solutions that support crews in the moment, reduce administrative burden, and strengthen our ability to learn from everyday work. By combining strong foundational processes, sustained focus on high-energy hazards, and thoughtful technology application, we continue to advance a more proactive and scalable approach to risk management across the organization.

MAKING PROGRESS: REDUCING RISK ON THE ROAD

As part of our approach to managing driving risk, we continue to expand the deployment of Lytx DriveCam® event recorders across our fleet through our Driver Safety Framework. The technology is now installed in more than 32,000 vehicles across our fleet. In 2025, our teams drove approximately 495 million miles with Lytx in place, using machine vision, in-cab alerts, and structured coaching to increase awareness and reinforce safe driving behaviors.

The program enables consistent coaching, reinforces safe driving behaviors, and helps protect our drivers both on the road and from fraudulent claims. By turning operational data into practical insight, we are reducing exposure, strengthening accountability, and continuing to build a culture where our people have the tools and support they need to work safely and return home each day.



IN FOCUS

SAFETY COMMITMENT COIN 2025 RECIPIENTS

HONORING LEADERSHIP IN WORKPLACE SAFETY

Quanta's Safety Commitment Coin program recognizes the people in the field who build capacity through the decisions they make every day.

It reflects the judgment, skill, and care of craft workers and leaders who understand how work is performed and take action to prevent serious harm. Safety Commitment Coins are earned through real, unplanned moments—recognizing risk, speaking up, and taking action—and highlight our commitment to protecting the lives and well-being of our workforce and the communities we serve.



Kevin Newcomb



At a community meeting in Farmerville, Louisiana, Superintendent Kevin Newcomb spotted a visitor in distress, directed a deputy to call 911, then sprinted for the AED he keeps in his truck when none could be found inside. With swift CPR and a single shock, Newcomb brought the individual back from cardiac arrest.

Shawn Norton

Shawn Norton encountered an overturned vehicle with a female and an injured male still trapped inside. Norton quickly extracted the woman from the car and placed her in the cab of his truck before calling 911. Despite the man's eagerness to get out, Norton advised him to stay calm and remain still to prevent further injury. Norton stayed with the couple until EMS arrived.



Randy Taylor



Randall Ledford

When a car overturned in an ice-cold creek, Sumter Utilities crews led by Randy Taylor and Randall Ledford jumped into action. One lineworker held the trapped driver's head above water while teammates rushed for help, rigged a winch, and lifted the vehicle just enough to cut the seatbelt and pull him to safety.



Building Capacity in Mental Health Support

In 2025, we took an important step in expanding our approach to safety in our industry—moving beyond physical hazards to address the mental health and well-being challenges faced by construction workers across North America.

After years of collaboration and careful planning, the Board of MATES in Construction formally approved the launch of the MATES North America Pilot, which commenced in early 2026. This represents a deliberate, evidence-based effort to adapt a proven, peer-led suicide-prevention model to the realities of the North American construction workforce.

The pilot draws on nearly two decades of data, experience, and learning from the MATES program in Australia. That foundation has been strengthened through extensive engagement with construction workers, employers, unions, and industry leaders across both regions, ensuring the model reflects lived experience on job sites.

Quanta is proud to serve as the founding industry partner for the North America pilot, investing not only in funding but also in leadership commitment, active job sites, and the time and insight of our people. This hands-on involvement has helped co-design a pilot that is practical to implement in the field and rigorous in the evidence it will generate.

With formal approval secured, the focus now shifts to execution. In early 2026, the pilot team was assembled, initial sites onboarded, and the evidence-informed, peer-led model put into practice. A robust evaluation framework will run alongside implementation to better understand what works, for whom, and in which settings—reinforcing our shared commitment to continuous learning and improvement.

While the pilot is being prepared for launch, we are taking action today by making suicide prevention training available across our operating companies. LivingWorks Start, an evidence-based, online program, is available to all Quanta operating companies and provides employees with practical skills to recognize when someone may be at risk and to have life-saving conversations that connect people to help.

WATCH

Listen to Quanta leaders discuss why mental health matters and how MATES in Construction is strengthening support for our workforce.

INNOVATING TO ENHANCE SAFETY & REDUCE STKY EVENTS

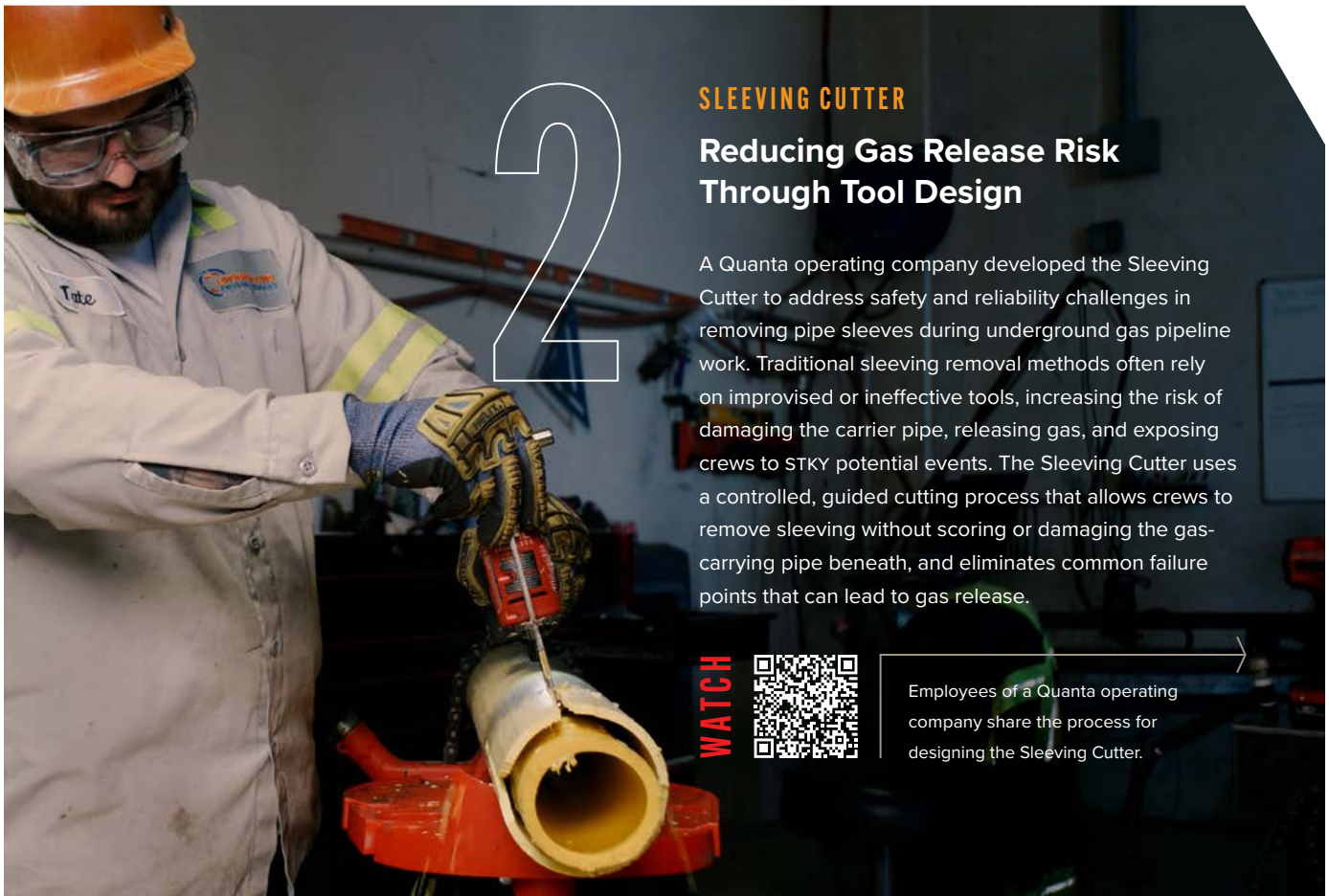
Quanta's culture of entrepreneurship is embedded not just in how work gets done, but also in how we work safely, giving people in the field the space and support to apply their skills, experience, and judgment to solve real problems. By focusing on STKY—Stuff That Kills You—our people continue to develop practical innovations that strengthen safety on the job and better protect their crews and the communities they serve.

1

DIELECTRIC WASH WAND

Controlling Electrical Risk in Underground Work

A Quanta operating company developed the Dielectric Water Pressure Wash Wand to address a STKY hazard identified during the cleaning of underground transformers and splice boxes. The dielectric-rated, high-pressure water wand is constructed from non-conductive materials and tested to withstand both electrical exposure and pressures up to 4,000 PSI. The tool allows crews to safely dislodge debris without damaging equipment or creating electrical hazards. By engineering out the potential for electrical contact, the Dielectric Water Pressure Wash Wand improves system reliability, reduces STKY exposure, and demonstrates how redesigning tasks can build capacity and protect people in high-risk conditions.



2

SLEEVING CUTTER

Reducing Gas Release Risk Through Tool Design

A Quanta operating company developed the Sleeving Cutter to address safety and reliability challenges in removing pipe sleeves during underground gas pipeline work. Traditional sleeving removal methods often rely on improvised or ineffective tools, increasing the risk of damaging the carrier pipe, releasing gas, and exposing crews to STKY potential events. The Sleeving Cutter uses a controlled, guided cutting process that allows crews to remove sleeving without scoring or damaging the gas-carrying pipe beneath, and eliminates common failure points that can lead to gas release.

WATCH

Employees of a Quanta operating company share the process for designing the Sleeving Cutter.



3

HITCH SENSE

Ensuring Trailer Connections to Enhance Fleet Safety

A Quanta operating company developed Hitch Sense, a sensor-based system to help prevent trailer hitch disconnections. The device uses a proximity sensor mounted to the hitch to detect whether a trailer latch is fully secured, triggering a dashboard warning light and audible alarm if the connection is unsafe. Developed by field employees and fabricated using simple components, the solution reduces reliance on manual checks. It demonstrates how practical, field-driven innovation can strengthen fleet safety and help prevent serious incidents across all Quanta operations and potentially the entire industry.

WATCH

Employees of a Quanta operating company show how they improved fleet safety with Hitch Sense.

4

GOOD CATCH

Turning Field Insight Into Action

A Quanta operating company introduced the Good Catch program to improve how potential hazards are identified and addressed in the field before they lead to serious harm. The program was developed in response to a common challenge across job sites: Craft workers regularly recognize emerging risks, near misses, or quality concerns, but existing reporting tools were often cumbersome, underused, or disconnected from daily work. To address this gap, QR codes are placed on hard hats, trailers, and other high-traffic areas, linking workers directly to a simple, mobile-friendly reporting form. This approach removes barriers to participation and enables real-time observations without specialized training or additional technology, helping to ensure that small issues are addressed before they can escalate into high-consequence events.



TRAINING & EDUCATION



Craft-skilled labor sits at the core of Quanta's culture and is a key enabler of our long-term success. As we grow, we continue to invest in hands-on, field-informed training that prepares our crews to safely build, operate, and maintain the energy infrastructure communities rely on every day. Each year, tens of thousands of employees develop and refine the skills required to deliver work safely, efficiently, and to the highest quality standards. These scalable programs evolve alongside our operations, reinforcing a shared culture of craftsmanship, accountability, and care.



Our investment in world-class training reflects a simple belief: When you put craft-skilled people at the center of the work and give them the best preparation possible, you build safer teams, stronger careers, and better infrastructure that communities can rely on for the long term. That's why at Quanta, training is about more than skills—it's about building a culture of craftsmanship.

AS WE MODERNIZE THE GRID, WE ARE CONSTANTLY CHALLENGING OURSELVES ABOUT HOW OUR PEOPLE CAN **BETTER LEARN, GROW, AND DEVELOP THROUGHOUT THEIR CAREERS,** NOT JUST IN A JOB.

JOSH LUCK

Vice President of
Training Operations



Making Progress: Advancing Craft, Strengthening Culture

In 2025, Quanta continued to strengthen the foundation of its craft workforce by advancing training systems designed to reflect how work is performed in the field. Across apprenticeship, leadership development, and operating company support, the focus remained consistent: reinforce craftsmanship, support career progression, and build training that scales without losing rigor or relevance.

Leadership development also continued to mature as an extension of craft culture. Participation in Quanta Craft Leadership increased, with strong completion rates at foundational levels and continued advancement at more senior stages. Development of advanced coursework accelerated, bringing practical leadership topics—planning work, leading people, and running the business—closer to the field.

Throughout the year, Training Operations worked closely with operating companies across all service lines to support implementation, alignment, and continuous improvement. This included hands-on assistance with apprenticeship programs, learning platforms, instructor development, and technology-enabled training tools, as well as deeper engagement to assess alignment with Quanta's field-first training philosophy. Collaboration extended beyond North America, strengthening consistency and shared learning across international operations.

Curriculum and content development remained active, with dozens of new and updated training resources delivered to support safety, compliance, technical skill, and leadership development. Together, these efforts reflect a deliberate approach to training—one that values craft, respects the realities of the work, and continues to invest in the people who make Quanta's work possible.

OUR CORE TRAINING CENTERS



Northwest Lineman College

With campuses across the United States and strong ties to utilities and contractors, Northwest Lineman College (NLC) helps build the workforce that powers modern life. Founded in 1993 and acquired by Quanta Services in 2018, NLC delivers training from pre-apprentice programs to advanced technical instruction. Its curriculum prepares students for careers in electrical and telecommunications linework while supporting apprentice and journey-level development.

WATCH

See the energy and passion of graduation day at NLC.



Quanta Advanced Training Center

The Quanta Advanced Training Center at Lazy Q Ranch in La Grange, Texas, is a large-scale, hands-on training campus designed to replicate real-world job site conditions. Here, Quanta employees and instructors develop and test new tools, techniques, and construction methods that improve safety and performance in the field. The center is also home to the Veteran Electrical Entry Program (VEEP), which helps prepare new entrants and military veterans for careers in the trade. Through practical training and innovation, the center strengthens Quanta crews' capabilities across the industry.

WATCH

See how the Advanced Training Center is shaping the industry.



Stronghold University

Stronghold University is an advanced craft training center that supports workforce development across Quanta's Stronghold operating companies. The facility blends classroom instruction, technical learning, and hands-on training in a real plant environment to build practical skills and technical understanding. Courses are guided by operational needs and taught by instructors with extensive field experience. Programs such as the Field Leadership series and Master Craftsmen pathways help develop the next generation of craft professionals and prepare employees for greater technical and leadership responsibilities.



QUANTA'S HYBRID APPRENTICESHIP MODEL:

MODERNIZING APPRENTICESHIP STANDARDS

Craft-skilled labor is foundational to Quanta's culture and to the safe, reliable delivery of energy infrastructure. As the demand for work evolves, so must the way we train and develop the next generation of craft professionals. Over the past two years, Quanta's Apprenticeship Working Committee, Design Teams, and Executive Apprenticeship Panel have worked collaboratively to modernize our apprenticeship approach while preserving the rigor and pride that define the trades.

That work reached an important milestone in 2025, when the U.S. Department of Labor's Office of Apprenticeship approved amendments to Quanta's National Guideline Standards to allow select programs to operate under a hybrid model. The updated standards apply to Traditional Lineman, Underground Electrical Worker, Substation Construction Wireman, and Electrical Test Technician roles.

The hybrid apprenticeship model combines time-based requirements with proficiency-based measures to better reflect how craft skills are developed in the field. Proficiency is the primary measure of quality, ensuring apprentices demonstrate the knowledge, judgment, and hands-on capability required to perform the work safely and effectively. High-performing apprentices may progress more quickly, while others are afforded the time needed to fully master each required competency—without compromising standards.

For Quanta and our family of operating companies, the hybrid model also strengthens consistency and scalability across the organization. It simplifies registration with federal and state apprenticeship offices, supports existing programs in updating their standards, and enables new operating companies to establish registered apprenticeship programs more efficiently. Most importantly, it reinforces a shared commitment to developing craft professionals through disciplined training, clear expectations, and a culture that values skill, accountability, and continuous learning.

Roryjac Powers: From Apprentice to Journeyman Lineman

From first steps in the trade to earning his journeyman ticket, Roryjac Powers reflects on the grit, learning, and pride that define linework. Through long days, harsh conditions, and a deep sense of responsibility, he shares what it takes to build a career and a legacy of keeping critical infrastructure running.

LINEWORK IS **THE GREATEST JOB THERE IS—PERIOD.**

I honestly can't imagine doing anything else. Even on the tough days, when you're working storms and everyone's tired and worn out, there's still something about the work and the people around you that makes it worthwhile.

RORYJAC POWERS

Instructor, Quanta Advanced Training Center



ON LEAVING A LEGACY WITH LINEWORK

> The truth is, this country was built by blue-collar workers, and it's still maintained by them. Whether it's pipeliners, power line journeymen, or any of the skilled trades, these are the people who keep the country running. You see it during hurricanes and storms—when things break, we're the ones who go out there and fix them.

ON THE REWARD OF HARD WORK

> No matter how you begin a career in the trades, and whether it's the military or another career, everyone starts at the bottom. The apprenticeship is tough, but that's part of what builds you into a better journeyman.
>
> AT THE END OF IT IS THAT JOURNEYMAN LINEMAN TICKET, AND FOR ME, **IT WAS WORTH EVERY BIT OF THE EFFORT TO GET THERE.**

WATCH

Watch Roryjac Powers describe his journey through the trades, from apprentice to journeyman lineman.

IN FOCUS

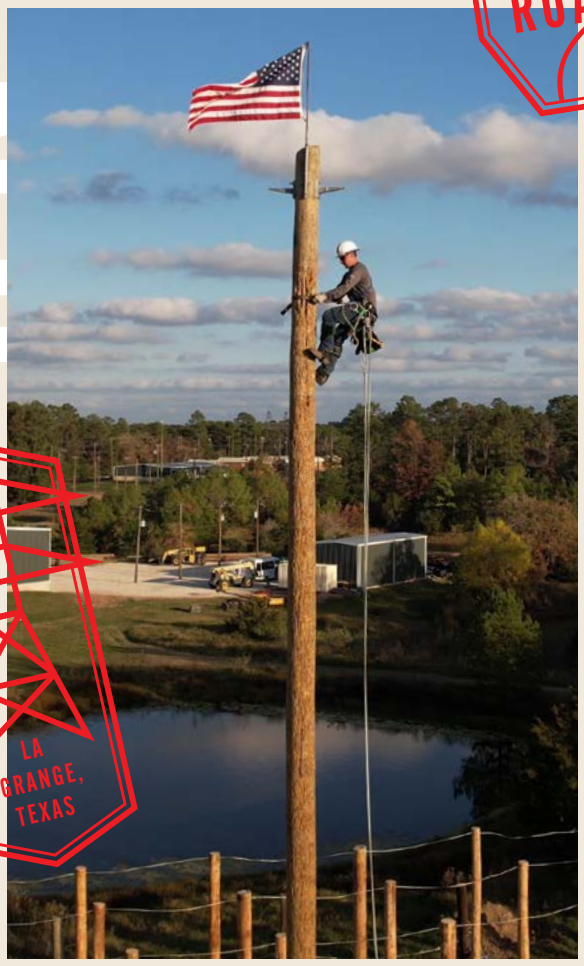
ON THE ROAD

VETERANS IN THE LINE TRADE:
CONTINUING THE MISSION

The road to the Quanta Advanced Training Center winds through open Texas countryside before the training facility suddenly appears across the landscape. Nearly 3,000 acres of pasture, transmission structures, substations, and training yards spread in every direction. From the outside, it looks quiet, but the moment you step onto the grounds, you realize this place operates with purpose.



ON THE ROAD WITH QUANTA



LA GRANGE, TEXAS

My guide for the day, Dave Wabnegger, who has spent much of his career in the trade, pointed toward a set of structures rising in the distance and said, “Everything you see here exists for one reason: to train people to do this work the right way.”

For many of those people, that journey starts after military service. Through the Veteran Electrical Entry Program (VEEP), veterans arrive at the Quanta Advanced Training Center as employees on day one, stepping into a training environment designed to match the intensity and expectations they experienced in the military. Days begin with breakfast at six and work at seven, often continuing for 10 hours a day, six days a week.

Out on the training structures, the work is repetitive by design. Students lift, set, and climb again and again until the movements become second nature. Instructors stay close, correcting small details and reinforcing habits that carry into the field. As one instructor told me, “We train them harder than they’ll work.” The goal is to develop the muscle memory, judgment, and confidence needed when the pressure is real.



That approach helps ensure a successful transition. Veterans often arrive with the discipline, accountability, and teamwork needed to succeed in the trades, while the training provides the technical skills required for the work. Not everyone completes the program, but those who do leave with first-year apprenticeship credit and the qualifications to step directly onto a crew.

The environment reflects that same focus. Training yards replicate energized conditions, while the high-voltage test lab pushes equipment, tools, and work methods to their limits before they are used in the field. New technologies, robotic systems, and arc-containment devices are developed and tested here with a practical objective: reducing exposure and improving how work gets done.

Veterans arrive looking for an opportunity in the line trade and find a training program that demands many of the same qualities they relied on during military service. The expectations are high, the work is demanding, and trust in the people around you matters.

At the Quanta Advanced Training Center, the objective is straightforward: Train people to do the work right, and send them into the field ready to do it safely.

FROM U.S. NAVY TO LINEWORKER

Bernard Lawrence, a former U.S. Navy electronics technician, shares how VEEP is preparing him for the next step in his line trade career.

Q **Why did you choose the line trade after leaving the Navy?**

A I knew I liked working around electricity and wanted something more hands-on and mentally and physically challenging. The line trade checked all those boxes. After leaving the Navy, I earned my CDL, connected with people in the trade, and started working as a groundman.

Q **How has VEEP transformed your career?**

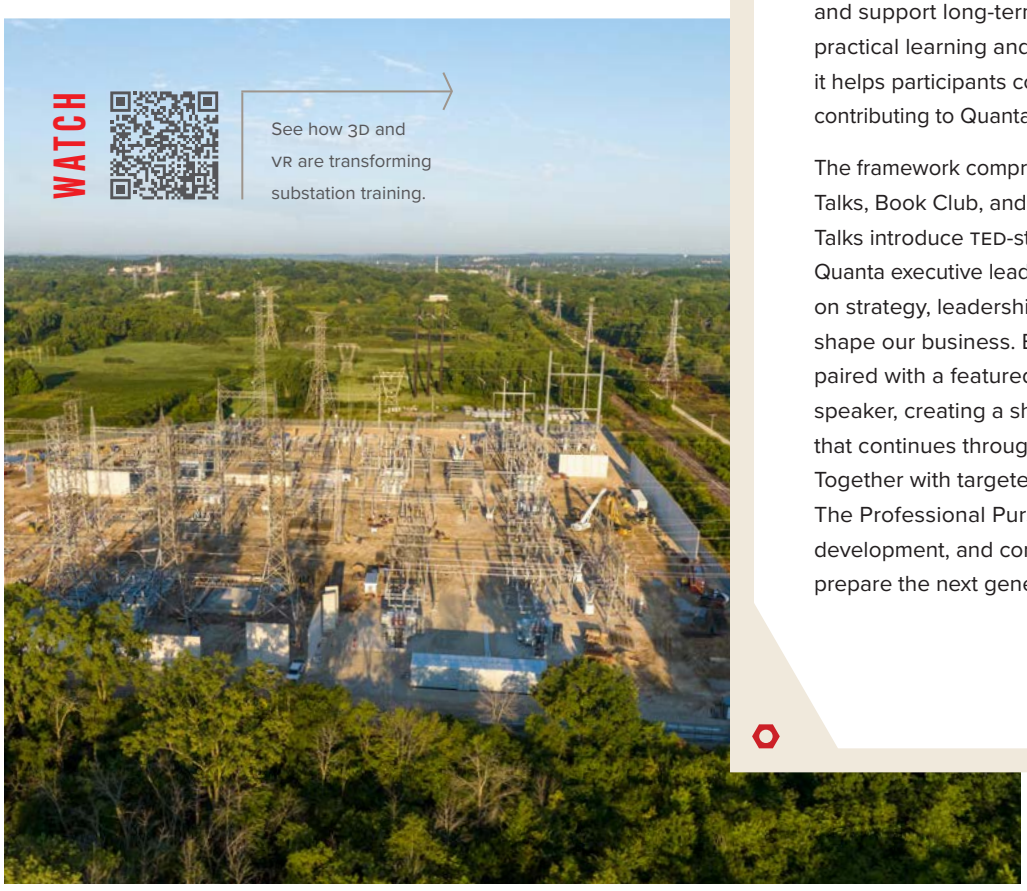
A This school has helped me immensely. When I leave here for an apprenticeship, I'll have the experience and knowledge to be ready for the work. It will also make me more competitive, especially in Southern California, where apprenticeships are highly competitive. This is a golden opportunity, and I don't want to waste it.

BERNARD LAWRENCE
served as an electronics technician in the U.S. Navy, working on exterior communications and radar systems.



Advancing Digital Tools for Substation Training

Quanta's Training Operations team is expanding how technical knowledge is delivered through the company's substation apprenticeship program by developing new digital learning tools that complement traditional hands-on training. A mobile learning application, available on Android and iPhone, allows apprentices to explore an interactive 3D substation environment where they can select equipment components and access curriculum-based explanations that reinforce classroom instruction. The application also includes knowledge assessments that cycle through curriculum-related questions to help ensure key concepts are understood and retained. In parallel, Quanta is developing a companion virtual reality (VR) training platform that enables apprentices to enter a simulated substation environment and practice complex tasks in a safe, controlled setting—including procedures that are difficult or hazardous to replicate in real-world conditions, such as racking a breaker. Together, these tools enhance how apprentices build technical understanding, supporting safer and more effective training for the next generation of craft professionals.



BUILDING LEADERS THROUGH GROWTH

THE PROFESSIONAL PURSUIT

The Professional Pursuit was created to help employees grow as leaders and professionals at every stage of their careers. Open to employees across the organization, including office and field personnel at the supervisor level and above, the program provides a structured pathway to strengthen skills, expand business knowledge, and support long-term growth. Built around practical learning and meaningful connections, it helps participants continue developing while contributing to Quanta's performance and culture.

The framework comprises three components: PWR Talks, Book Club, and Courses & Training. PWR Talks introduce TED-style conversations led by Quanta executive leaders who share perspectives on strategy, leadership, and the decisions that shape our business. Each quarterly session is paired with a featured book selected by the speaker, creating a shared learning experience that continues through Book Club discussion. Together with targeted training opportunities, The Professional Pursuit combines insight, development, and continuous learning to help prepare the next generation of Quanta leaders.

Empowering Future Leaders: Quanta Services' Highly Rated Internship Program

Quanta partners with universities across the United States to provide students with hands-on, real-world experience while contributing to impactful projects across the energy infrastructure sector. Through these partnerships, students gain early exposure to complex fields, engineering, and operational environments, building practical skills and industry insight that support long-term career pathways.

My biggest takeaway is that the people you work with matter just as much as the work itself. Being surrounded by good people who are all committed to improving the lives of others has shown me how powerful a shared mission can be.

A SHARED MISSION TURNS **EVERYDAY TASKS INTO SOMETHING MEANINGFUL.**

SASHA AMELANG

Intern, Legal Department, Quanta Services



Working in a fast-paced environment has taught me how to adapt quickly. With no single solution handed to you, I've enjoyed being my own advocate, taking initiative, and finding ways to move projects forward.

PATRICK WILKINS

Intern, North Houston Pole Line



One of the most valuable parts of this experience has been seeing how internal audit provides a broad view of the entire organization. It's given me the chance to learn how different departments operate and how their processes connect, which has helped me better understand the company as a whole.

ASHLEY BARRON

Intern, Internal Audit Team, Quanta Services



This opportunity has shown me how to balance hands-on fieldwork with strategic office responsibilities, like writing proposals. I've gained confidence in managing both the technical and communication sides of environmental projects, realizing that success comes from combining deep scientific knowledge with strong organizational and leadership skills. It has also shown me the power of adaptability, perseverance, and clear communication in making a real impact.

JACQUELINE LARA

Intern, Canacre



COMMUNITIES & EMPLOYEES

At Quanta, our employees take pride in building things that last, and that mindset carries into the communities where they live and serve, showing up consistently, leading locally, and investing in relationships that endure. By empowering our people to lead with purpose beyond the job site, we reinforce a culture where craft, service, and community are connected.



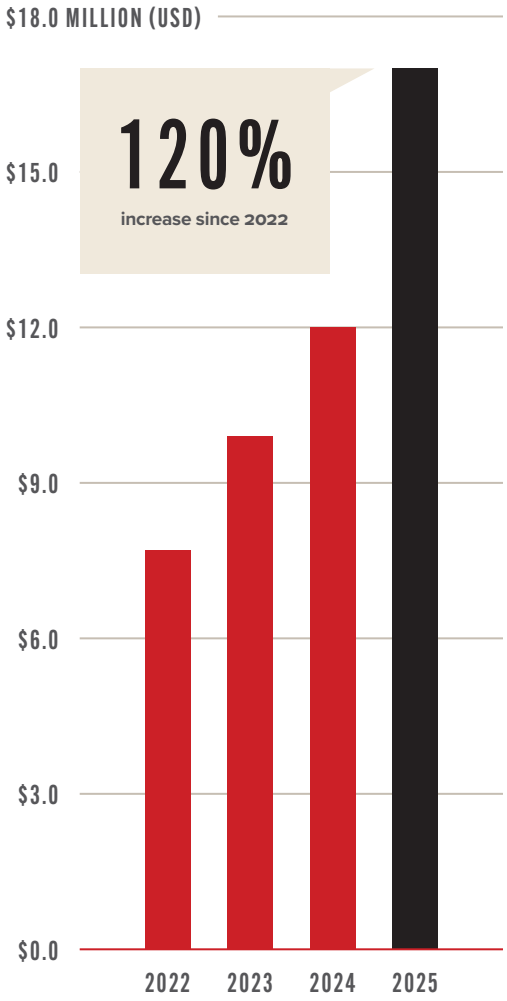


Image courtesy of Rashiid Marcell for the Cal Ripken, Sr. Foundation

MEASURING OUR IMPACT

Spread across more than 1,755 individual contributions, Quanta operating companies collectively invested $17.0 million in community impact in 2025. This represents a 42% increase over 2024 and a 120% increase since 2022. Most of our community spending is dedicated to local community activities, with a strong focus on educational and youth development programs.

TOTAL COMMUNITY IMPACT IN 2025



Supporting the Families of Quanta Employees Who Are Engaged in Storm Response Work

In 2025, Quanta introduced PWR Families, a program designed to support the families of Quanta employees on the front lines of storm response efforts. PWR Families provides curated care packages to families with loved ones away on storm response, filled with useful items to offer comfort, foster connection, and show appreciation for their sacrifices.

The program reflects Quanta's recognition that storm response efforts extend beyond the field, relying on the support, resilience, and understanding of families at home. By supporting families during deployments, PWR Families helps strengthen the connections that sustain our workforce through demanding response efforts.

WATCH

Learn how PWR Families helps support families during storm response.

The impact that we can have at Quanta on the families left at home is something that we're passionate about, we want to get in front of, and I hope that you feel what we feel when we leave for a storm:

THAT THE ONES LEFT BEHIND
ARE ALSO TAKEN CARE OF.

EARL C. "DUKE" AUSTIN, JR.

President & Chief Executive Officer, Quanta Services





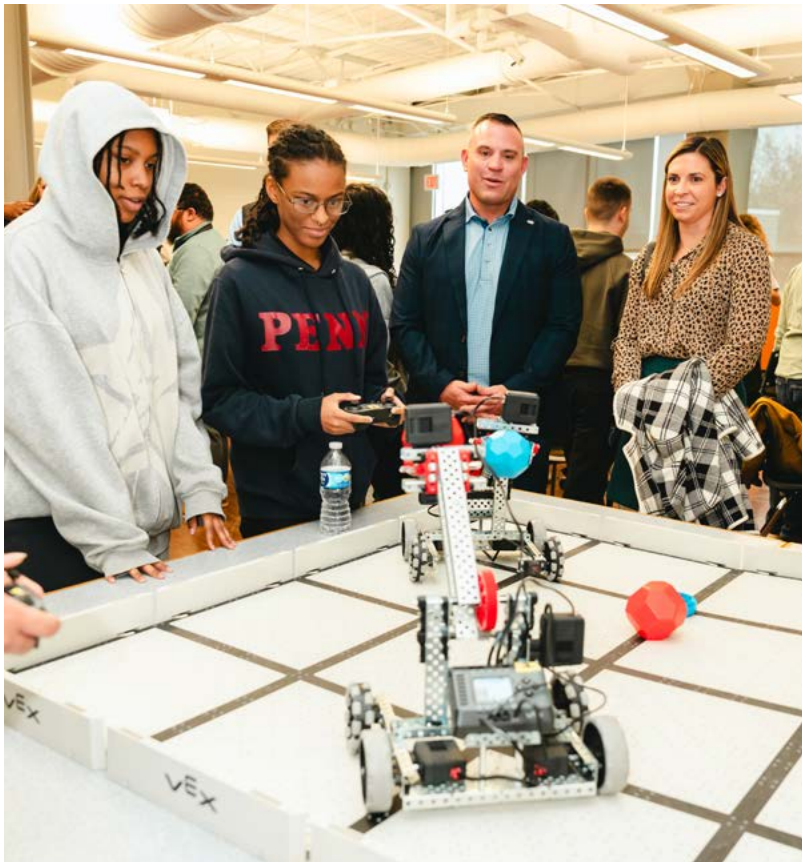


Image courtesy of Rashiid Marcell for the Cal Ripken, Sr. Foundation

Investing in the Next Generation of Craft

At Quanta, building strong communities starts with investing in people and pathways to opportunity. That commitment was reinforced at the recent Quanta-hosted Utility Perspectives Conference in Washington, DC, where Quanta President and CEO Duke Austin and Exelon President and CEO Calvin Butler jointly announced a multi-year partner investment in the Cal Ripken, Sr. Foundation.

The investment will expand the Foundation's national STEM Center initiative to include a new high school pilot program that connects students directly to the skills, experiences, and career pathways that power the energy and infrastructure industries. The partnership reflects Quanta's belief that craft excellence is built early, through hands-on learning, mentorship, and exposure to real-world work.

This partnership directly supports Quanta's workforce priorities: attracting new talent, broadening access to opportunity, and building a more diverse and inclusive pipeline into skilled craft and technical careers. Quanta's relationship with the Cal Ripken, Sr. Foundation has grown steadily over time, beginning in 2019 and deepening further in 2025 with the addition of Kenny Mercado, Executive Vice President of Commercial Excellence, to the Foundation's board. Together, these leaders help guide programs that reflect Quanta's culture—where learning is practical, leadership is hands-on, and opportunity is created through action.

Launched in fall 2025, the new high school STEM pilot began with two Quanta-sponsored programs in Baltimore, Maryland, followed by two additional programs in Philadelphia, Pennsylvania, in spring 2026. Each center features a custom curriculum, state-of-the-art equipment, and access to a Quanta Training Trailer, giving students hands-on exposure to engineering, energy, and infrastructure concepts. The program is designed not only to spark interest but to create tangible pathways forward, including apprenticeship opportunities and industry-recognized certifications in partnership with local community colleges.







A FAMILY OF COMPANIES PRESERVING A LEGACY OF PURPOSE

The operating companies that make up the Quanta family were founded by leaders who believed success should be measured not only by the work delivered, but also by how people are treated and the communities they serve. These companies join Quanta with decades of trusted relationships, deep community roots, and a culture built on generations of doing the right thing close to home.

In 2025, Quanta made an investment in Bell Lumber & Pole (Bell) as part of its supply chain strategy, strengthening access to critical infrastructure materials while welcoming a company whose values closely align with Quanta's own people-first culture.

Founded in 1909 and family-led for five generations, Bell built its reputation on craftsmanship, customer service, and an uncommon mission: to "radically love and influence lives." Bell's Stewardship Department helps organize charitable giving, employee assistance programs, volunteer opportunities, and leadership development focused on humility, care, and service to others.

Bell supports organizations that help feed hungry people, create sustainable jobs and opportunities for underserved communities, and provide justice and relief for people facing hardship. The company also invests in its employees through direct support programs and a culture that prioritizes connection, respect, and shared purpose.



The work that our employees do is producing blessings that ripple out in many directions.

WHO WE ARE AND HOW WE TREAT EACH OTHER **MATTERS JUST AS MUCH AS WHAT WE PRODUCE.**

We are trying hard to pursue a higher purpose that cares for our employees and the broader community.

JOHN OTTAVIANI

Director, Stewardship,
Bell Lumber & Pole



Quanta Team Member Steps Up During Kerr County Flood

When severe flooding struck Kerr County over the July Fourth weekend, Quanta Fleet team member Patrick Layton responded without hesitation. Canceling his family's holiday plans, Layton traveled to the area to assist local authorities with search-and-recovery efforts. Drawing on his experience as a former Navy SEAL, he connected with other former special operators through Heroes for Humanity, an organization that provides humanitarian aid, medical support, and personnel rescue in disaster zones. Together, the team supported ongoing operations in difficult and dangerous conditions, including deep-water recovery missions.

Upon arriving on site, Layton and his team immediately joined the search efforts alongside local responders. On their first day, they helped recover 17 victims, bringing dignity and closure to families affected by the tragedy. Layton's actions reflect a commitment that extends well beyond the job site—one rooted in service, leadership, and a willingness to step forward when communities need help. His volunteerism exemplifies the values that run deep across Quanta: showing up for others, applying hard-earned skills with purpose, and putting people first when it matters most.



Patrick Layton, at far right, and other volunteers assist local authorities with search-and-recovery efforts after the Kerr County Flood.

GIVING BACK TO OUR COMMUNITIES

Quanta's community engagement is rooted in our craft-labor culture and the pride our people take in building things that last. Across the organization, employees are encouraged to support causes that are meaningful to them and to the communities where they live and work.

By partnering with schools, nonprofit organizations, and local groups, our employees apply their skills, experience, and time in practical, hands-on ways. These efforts reflect the same care, discipline, and accountability our people bring to the job site, strengthening community connections while reinforcing a shared sense of purpose grounded in craft.

Supporting Those in Need

A Quanta operating company project team responded when a bus accident injured members of a local high school girls' softball team and left their coach in critical condition. They helped organize the community benefit by managing the fundraiser, volunteering time, and donating items, raising over $5,000 for the team and their families, reflecting our culture of empathy and service.

1



2

Building Craft, Strengthening Community

Leaders from Quanta Services and Quanta operating companies recently visited SERJobs to celebrate Quanta's donation and gain a deeper understanding of the organization's workforce development mission. For more than four decades, SERJobs has helped adults across the Houston region overcome barriers to employment through job-readiness and skilled trades training, creating pathways into stable, in-demand careers. By supporting programs that align closely with the craft, discipline, and opportunities our industry depends on, Quanta is investing not only in individual futures but also in the long-term strength of the workforce and communities we serve.





Supporting Families in Need

Volunteers from a Quanta operating company supported Ronald McDonald House Charities, an organization that helps families stay close to their children during medical treatment. By preparing a home-cooked dinner, the team helped create a moment of comfort for families facing difficult circumstances.

3

Pedaling for a Cause: Supporting the MS150

Bringing the same grit, teamwork, and endurance they show on the job site to the open road, Quanta employees took on the MS150, a two-day, long-distance cycling event that raises critical funds and awareness for multiple sclerosis (MS). Riding in support of individuals and families affected by MS, our team went the distance with purpose, commitment, and a demonstration of Quanta's culture of showing up for one another and for the communities we serve, on and off the road.



IN FOCUS

SUPPORTING THE WORLD CUP THROUGH CRAFT & COMMUNITY

Quanta's connection to the community is built through the same craft, discipline, and commitment our crews bring to every job site.

That mindset is reflected in our role as an Official Houston World Cup 2026 Host City Supporter, where our teams will help deliver the reliable energy, connectivity, and infrastructure required to host one of the world's largest global events.

From power and engineering to construction and communications, Quanta employees will be working behind the scenes to keep systems safe, resilient, and ready, supporting not only matchday moments, but the city that hosts them. Through this partnership, we are focused on creating long-term value by advancing safety, workforce development, community engagement, and sustainability initiatives that extend well beyond 2026.

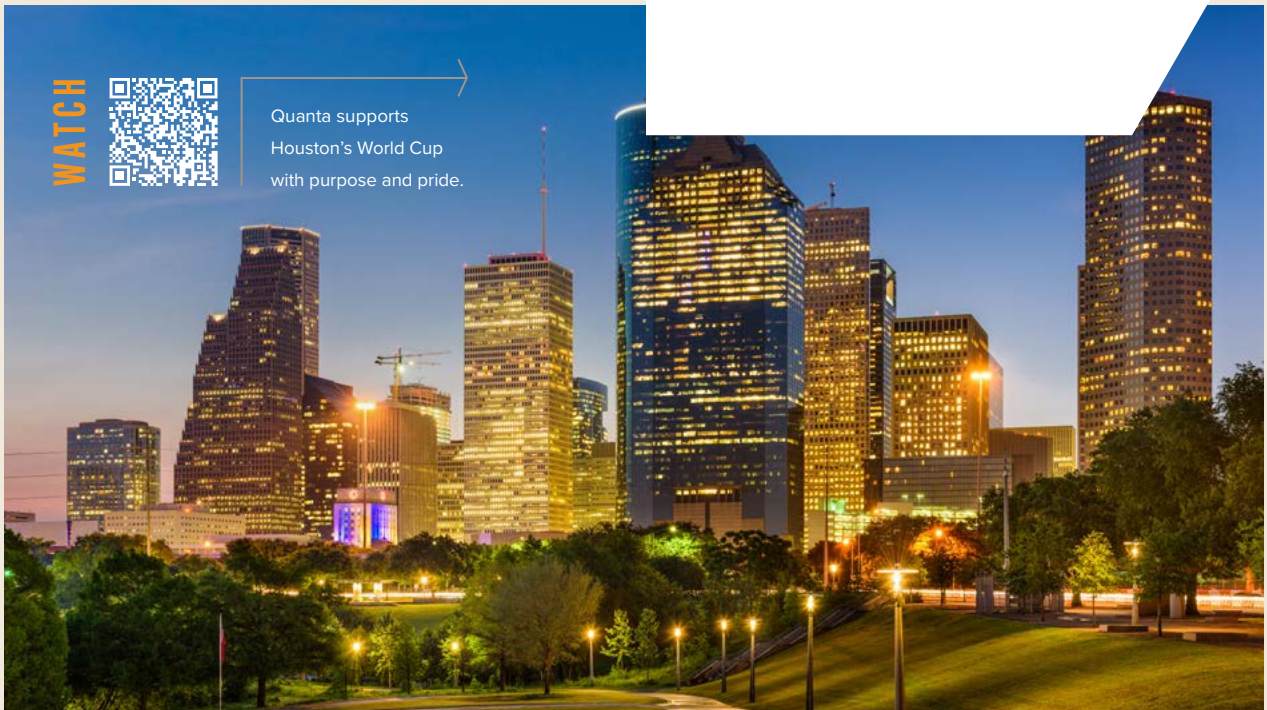
Creating connections is at the heart of Quanta's mission, and our partnership with the Houston World Cup 2026 Host City reflects not only our deep roots in Houston, but also our commitment to

CRAFTING CERTAINTY THAT RESULTS IN **STRONG, RESILIENT COMMUNITIES.**

We are proud to support an event that brings the world together, furthering our commitment to excellence, innovation, and growth, right here in our hometown.

EARL C. "DUKE" AUSTIN, JR.

President & Chief Executive Officer,
Quanta Services





Working Collaboratively With Indigenous Peoples & First Nations Communities

Quanta operating companies work in places where the land carries stories, responsibility, and living culture. Our Canadian and Australian operating companies continue to strengthen action plans that support meaningful partnerships with Indigenous communities, members, and service providers. These plans emphasize cultural learning and respectful practices, recognizing that ceremonies and teachings are led by Elders and Knowledge Keepers, and that participation happens only through invitation and community direction. Through early and ongoing engagement, we aim to create opportunities that are practical and lasting: local employment, training pathways connected to real roles on the project, and procurement that helps Indigenous businesses participate in the work and grow beyond it.

Strengthening Communities Through Indigenous Partnerships

Quanta operating companies build long-term partnerships with Indigenous-owned businesses that create opportunity in the communities where they operate. In Australia, a Quanta operating company works with Phil Jackson, Director of Indigenous Civil Group (ICG), a 100 percent Indigenous-owned civil construction and workforce provider. The relationship, built on shared values and trust, supports high-quality project delivery while expanding Indigenous participation in the energy transition. For Jackson, a Yorta Yorta man, contributing to infrastructure development is especially meaningful, helping deliver a more sustainable future on the lands of his ancestors. Through ICG, the collaboration also focuses on training, mentoring, and creating pathways for Indigenous men and women to build skills and long-term careers, strengthening local capacity while delivering reliable outcomes for customers and communities.

> QUANTA ISN'T ABOUT TICKING BOXES; THEY ARE JUST LOOKING FOR **TRUSTWORTHY, SKILLED PEOPLE TO WORK WITH.**

PHIL JACKSON
Director, Indigenous Civil Group



IN FOCUS

ON THE ROAD

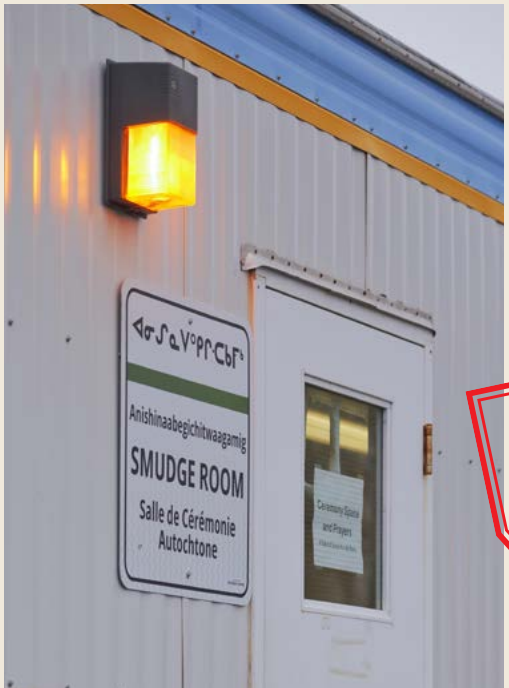
BUILDING WITH

RESPECT, PARTNERSHIP & SHARED PURPOSE

I visited a major transmission project in Central Ontario and stayed at a remote construction camp. During my visit, I saw how engagement with Indigenous communities is woven into the project's day-to-day life. Indigenous participation is visible in the workforce, reflected in partnerships, and supported through ongoing dialogue with the Nations whose lands the project crosses.

At the project, engagement is guided by listening first and following community direction. Elders and Knowledge Keepers lead ceremonies at the invitation of the Nations, and the project team allocates time and space to ensure those moments proceed smoothly. A dedicated smudge room provides Indigenous employees with a private space for traditional ceremonies and reflection, making cultural respect part of the project's daily life.





ON THE ROAD WITH QUANTA

CENTRAL ONTARIO

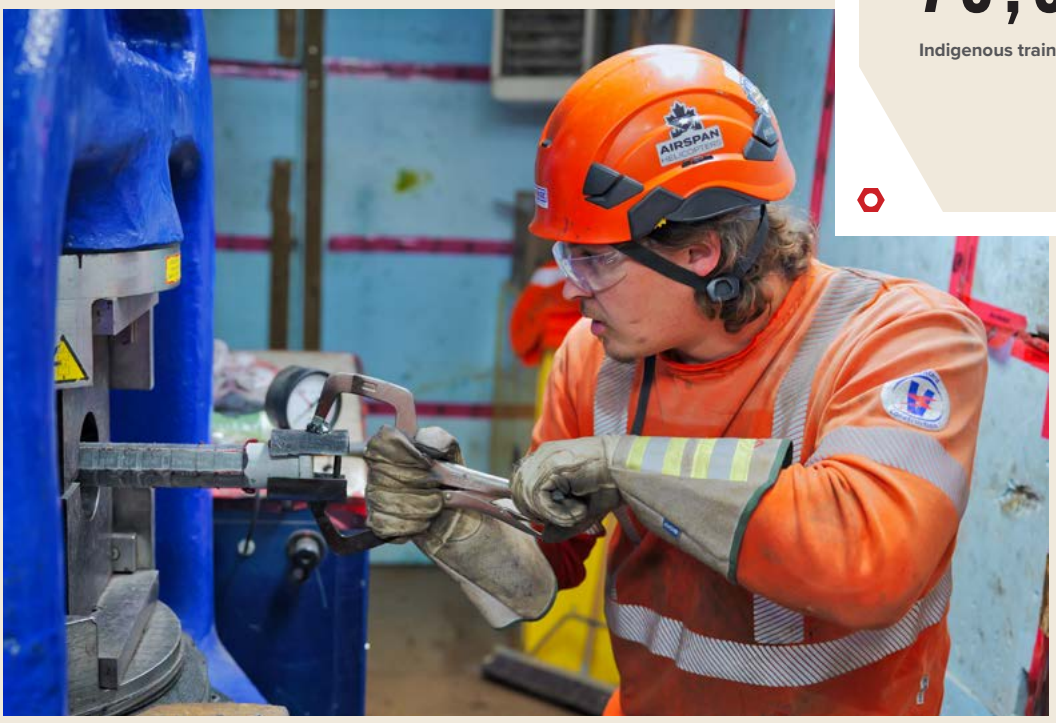
At camp, I learned about the Employee Support & Mentorship Circle, an open, voluntary group that supports Indigenous employees and fosters shared learning and connection. Informal weekly gatherings and monthly sessions introduce cultural practices and provide opportunities for mentorship and dialogue. That emphasis on partnership extends throughout the project.

During my tour, I met an all-Indigenous tower assembly crew, craft professionals building critical infrastructure on the lands and in the communities they call home. Over the past decade, Quanta operating companies in Canada have procured more than $1 billion from Indigenous businesses and continue to prioritize local suppliers and vendors, helping create opportunities that continue long after construction is complete.

Communities receive regular updates and are involved in planning discussions throughout the project. The goal is to maintain open communication, build trust, and ensure local perspectives remain part of the conversation as the work progresses.

WATCH

Explore how Indigenous partnerships are helping shape the project.



CENTRAL ONTARIO TRANSMISSION PROJECT BY THE NUMBERS

As of November 2025

340,000+

Indigenous construction hours

70%

Indigenous assembly crews

70,000+

Indigenous training hours

WORKFORCE & CULTURE



Our culture is built by the people who do the work, and it is strengthened by the range of skills, experiences, and perspectives brought to the job site. We foster an environment where differences are respected, knowledge is passed down, and teams are united by pride in their craft and accountability to one another. That same mindset carries over to how we work with customers and suppliers—aligning priorities, strengthening the supply chain, and expanding opportunities for local businesses that support safe, high-quality execution in the communities where we operate.



OUR COMMITMENT TO DELIVERING SUCCESS, WITHOUT EXCEPTION, IS ANCHORED **IN A DISCIPLINED FOCUS ON OUR PEOPLE AND OUR PARTNERSHIPS.**

We prioritize attracting, retaining, and developing top talent, while intentionally investing in future talent to build a strong, sustainable pipeline for the long term. We equip our employees with the resources and opportunities to grow and lead. In parallel, we are strengthening and expanding our network of supplier partners, enhancing our ability to consistently operate above the standard for our customers, drive shared economic growth, and support the long-term vitality of the communities we serve.

MOANICA CASTON

Vice President of
Diversity & Inclusion



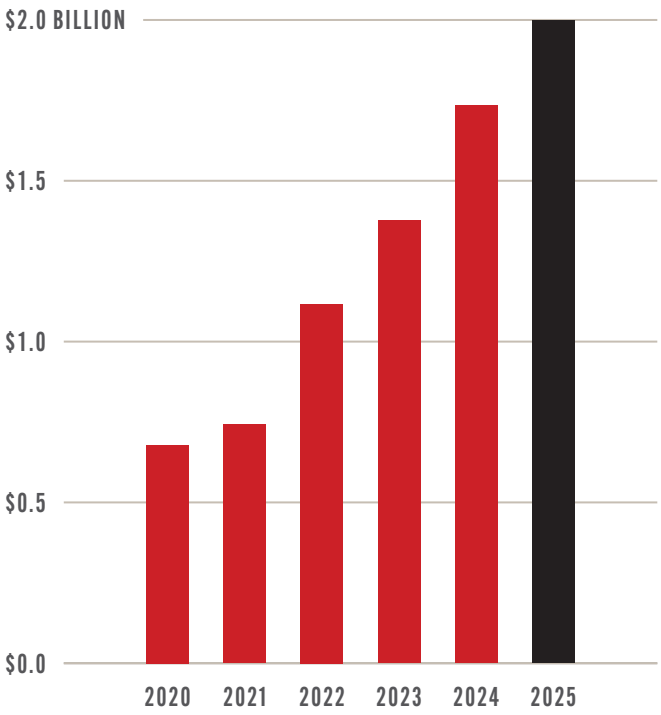
Supplier Inclusion: An Intentional Commitment to Economic Sustainability

We view our supply chain as an extension of our culture and our work in the field. Building it intentionally—by widening access, strengthening capability, and supporting long-term partner success—helps reinforce the economic health of the communities where we operate. Through deliberate outreach, workforce education, and collaboration with community and industry organizations, we create pathways for businesses that share our commitment to quality, safety, and reliability.

Supplier inclusion at Quanta is grounded in opportunity and performance. We actively expand our partner network by identifying new suppliers through targeted research and engagement at industry events, trade forums, and workshops. By opening access to our projects and enterprise-wide purchasing needs, we create opportunities for suppliers to grow alongside our business while supporting consistent execution across the organization.

In 2025, Quanta invested $2 billion across our supplier network—supporting both project delivery and general and administrative operations. As our business evolves, our approach to supplier inclusion will continue to adapt, guided by the needs of our customers, partners, and the communities that rely on our work.

DIVERSE PROCUREMENT





Supplier Engagement: Focusing on Local Communities

By intentionally working with regional partners, chambers of commerce, and community-based organizations, we are strengthening the connection between diverse suppliers and opportunities across our network of operating companies. This approach reflects how our work is delivered in the field: locally, relationally, and grounded in the communities where projects take shape. Through partnerships with local advocacy groups, business councils, and supplier development organizations, we support education, host matchmaking opportunities, and create face-to-face engagement that builds trust and long-term capability.

By sourcing closer to home, we reduce supply chain risk, respond more quickly to customer needs, and reinforce the regional resilience that underpins long-term performance. Local suppliers bring firsthand knowledge of their markets, workforces, and operating conditions—strengths that directly contribute to execution, innovation, and resilience. For example, in Illinois, a Quanta operating company has built a long-standing partnership with Heels & Hardhats, a locally owned and managed company providing utility installation, excavation, and storm management services, an investment that strengthened project delivery while supporting local economic growth.

IN FOCUS

FOCUS

FOSTERING SUCCESS THROUGH LOCAL SUPPLY CHAINS:

AN INTERVIEW WITH ANTHONY MCCAIN

The industry veteran shares his thoughts on how inclusive cultures, serving the communities where we live and work, and diversifying supply chains not only improve lives but also drive our industry's success.



Q What keeps you going in your position as a leader?

A I enjoy helping people succeed, and I know I didn't get where I am alone. Leaders before me mentored, trusted, and supported me, so I ask myself every day: "Who is next?" There's real fulfillment in helping bring others up.

Q What core tenets drive inclusivity in company culture?

A Engage employees by empowering them to make decisions and cultivating a culture where individual voices are heard. When you do that, inclusivity becomes a natural part of the culture. Creating space for younger generations and emerging leaders to share perspectives strengthens inclusion and helps organizations evolve rather than relying on "how things have always been done."

Q How does working with diverse suppliers improve our business?

A Working with diverse suppliers strengthens communities by creating jobs and expanding economic opportunity. As these communities grow, it benefits local economies, customers, and the industry alike. Creating opportunities for underserved communities helps people build better lives while supporting long-term economic growth.

ANTHONY MCCAIN

Client Relations &
Strategies Executive Advisor,
Quanta Services



ADVANCING INCLUSION & OPPORTUNITY

Building the workforce of the future means attracting, developing, and supporting talented people from all backgrounds. Across Quanta, we expand access to skilled careers, invest in employee growth, and foster a culture where employees can thrive, strengthening our business and communities.





Connecting to Advance Female Representation in Construction

Across Quanta, building the workforce for a growing industry means developing leaders at every level—in the field, in the office, and across the communities where we work. At a Quanta operating company, that commitment was on display as more than 160 employees from project sites and corporate teams participated in the 2025 Women of Influence Summit. Centered on the theme “Uncommon Leadership,” the event encouraged participants to lead with confidence, trust their instincts, and strengthen the accountability, teamwork, and ownership that support strong craft execution.

The experience extended beyond the summit, with employees connecting across projects, sharing perspectives, and identifying practical ways to apply what they learned with their crews and teams. Alongside the company’s Women’s Employee Resource Group, the summit reflects Quanta’s broader focus on mentorship, development, and expanding opportunities for women across the organization.

1

2

Expanding Opportunity for Women in Craft Labor

A Quanta operating company in Canada is adding six female apprentices through Build a Dream, a workforce initiative that helps girls and women explore careers in the skilled trades. By combining pre-apprenticeship preparation, employer connections, and hiring tools such as Talent Loop, the program supports participants from first opportunity through long-term career growth—strengthening both retention and the future craft workforce.





Building Connection Through Employee Resource Groups

Employee Resource Groups (ERGs) at Quanta are employee-led communities that foster connection, learning, and professional growth. ERGs provide opportunities for employees to connect, share experiences, and build understanding, strengthening culture, supporting career development, and fostering a greater sense of belonging—both within the workplace and in the communities where our teams live and work.

To support the continued growth and effectiveness of these groups, Quanta recently launched the ERG Leadership Network. This voluntary program connects ERG leaders with corporate resources and with one another to share best practices, address challenges, and amplify impact. Through quarterly meetings, collaborative forums, educational programming, and access to ERG-specific tools and guidance, the network strengthens alignment while preserving the locally driven nature of Quanta's ERGs—helping leaders show up more effectively for their members and the broader organization.

3

Tracking Representation

Quanta is helping build the infrastructure that powers modern life—work that depends on the strength, skill, and commitment of our people. As demand for energy and connectivity continues to grow, our focus is on expanding and developing our workforce by investing in craft capability, strengthening career pathways, and growing leadership from within. We are intentional about building teams that reflect the communities we serve and sustaining a culture where every employee has the opportunity to learn, contribute, and build a lasting career.

Transparency is part of that commitment. Sharing our workforce data helps us measure progress, identify opportunities, and hold ourselves accountable for developing representative leadership and expanding growth pathways across the organization. Alongside the U.S. workforce representation data included here, we have historically published our EEO-1 Report and expect to continue to publish future reports as they are submitted to the Equal Employment Opportunity Commission (EEOC).[1]

U.S. WORKFORCE REPRESENTATION DATA[2]

	2021	2022	2023	2024	2025
Female employees as share of total workforce	10%	10%	10%	11%	10%
Female employees in management and professional roles	14%	14%	14%	17%	17%
Overall employee ethnic diversity	32%	38%	37%	39%	41%
Ethnic diversity in management and professional roles	24%	29%	31%	29%	29%

[1] eeoc.gov/data/eeo-data-collections

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

IN FOCUS

ON THE ROAD

CLOSING THE LOOP CLOSE TO HOME

I spent a morning just ten minutes from our Houston headquarters visiting a local, woman-owned business that has supported Quanta for more than a decade by recycling retired electronics and keeping materials in circulation.

Walking the floor with Kelly Hess, CEO of CompuCycle, I found it impossible to miss the scale and precision of the operation. Incoming equipment is scanned and tracked, data-bearing devices are secured, and teams methodically separate what can be reused, refurbished, or returned to the raw materials stream. Pausing beside a wall of dismantled components, Kelly put it simply: "For us, sustainability is about doing the right thing and doing it the right way."



Throughout the facility, reusable materials are processed on-site and sent directly to domestic mills, smelters, and refiners. Every item is tracked through the process, with documented handling and serialized records from receipt through final disposition.

As we moved through the facility, Kelly pointed out how little material ultimately ends up as waste. Equipment is evaluated, components are recovered where possible, and the remainder is processed through established recycling channels. The process is detailed, disciplined, and designed to ensure accountability at every step.

For Quanta, relationships like this provide a practical way to manage retired equipment responsibly while supporting businesses in the communities where we operate. It's a reminder that sustainability often looks less like a grand initiative and more like thousands of everyday decisions made carefully and consistently.

> FOR US, SUSTAINABILITY IS ABOUT **DOING THE RIGHT THING AND DOING IT THE RIGHT WAY.**
>
> **KELLY HESS**
> CEO, CompuCycle

ON THE ROAD WITH QUANTA

FROM SERVICE TO THE JOB SITE:

Military Veterans of Quanta

Across Quanta, veterans serve in a variety of roles, from craft professionals and field leaders to engineers and safety coordinators.

While their military experiences differ, many describe the same themes: teamwork, responsibility, and the ability to adapt under pressure. Those lessons continue to influence how they approach their work and support the people around them.

"I LEARNED TO ADAPT AND OVERCOME, FILL IN THE GAPS, BE A TEAM PLAYER **AND MAKE SURE OUR TEAM DOESN'T FAIL."**



ANDREW FELT

Safety Coordinator
(U.S. Army)



CHAD COMBS

Project Engineer
(U.S. Army)

"BOTH THE MILITARY AND FIELD WORK TEACH THE ABILITY TO WORK IN A **FAST-PACED ENVIRONMENT AND PERFORM AT A HIGHER STANDARD."**



RICHARD MORMAN

General Foreman
(U.S. Marine Corps)

"IN THE MILITARY, YOU HAVE TO WORK AS A TEAM. OTHERS RELY ON YOU TO DO YOUR JOB, JUST AS YOU RELY ON THEM."

OUR COMMITMENT TO

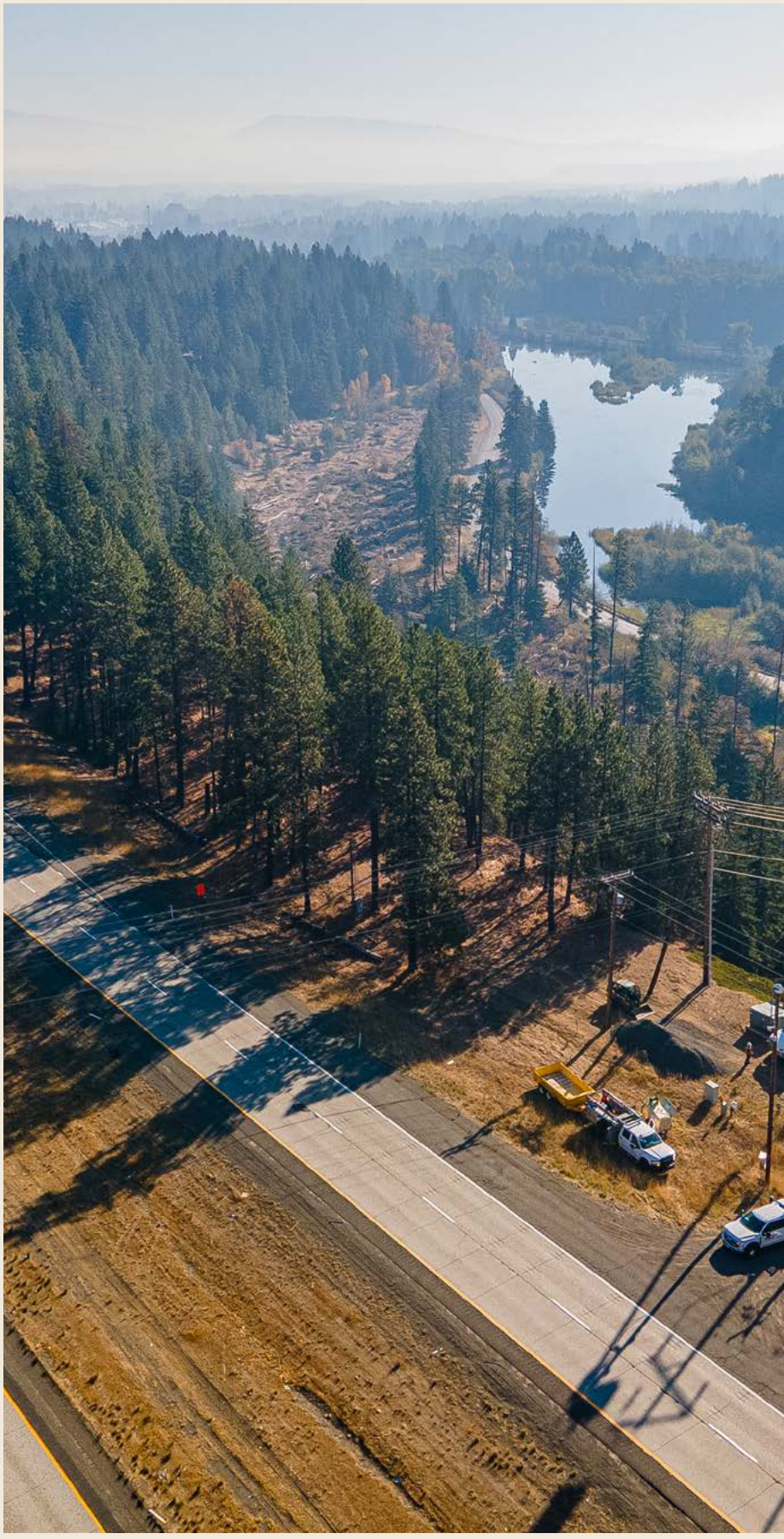
PLANET

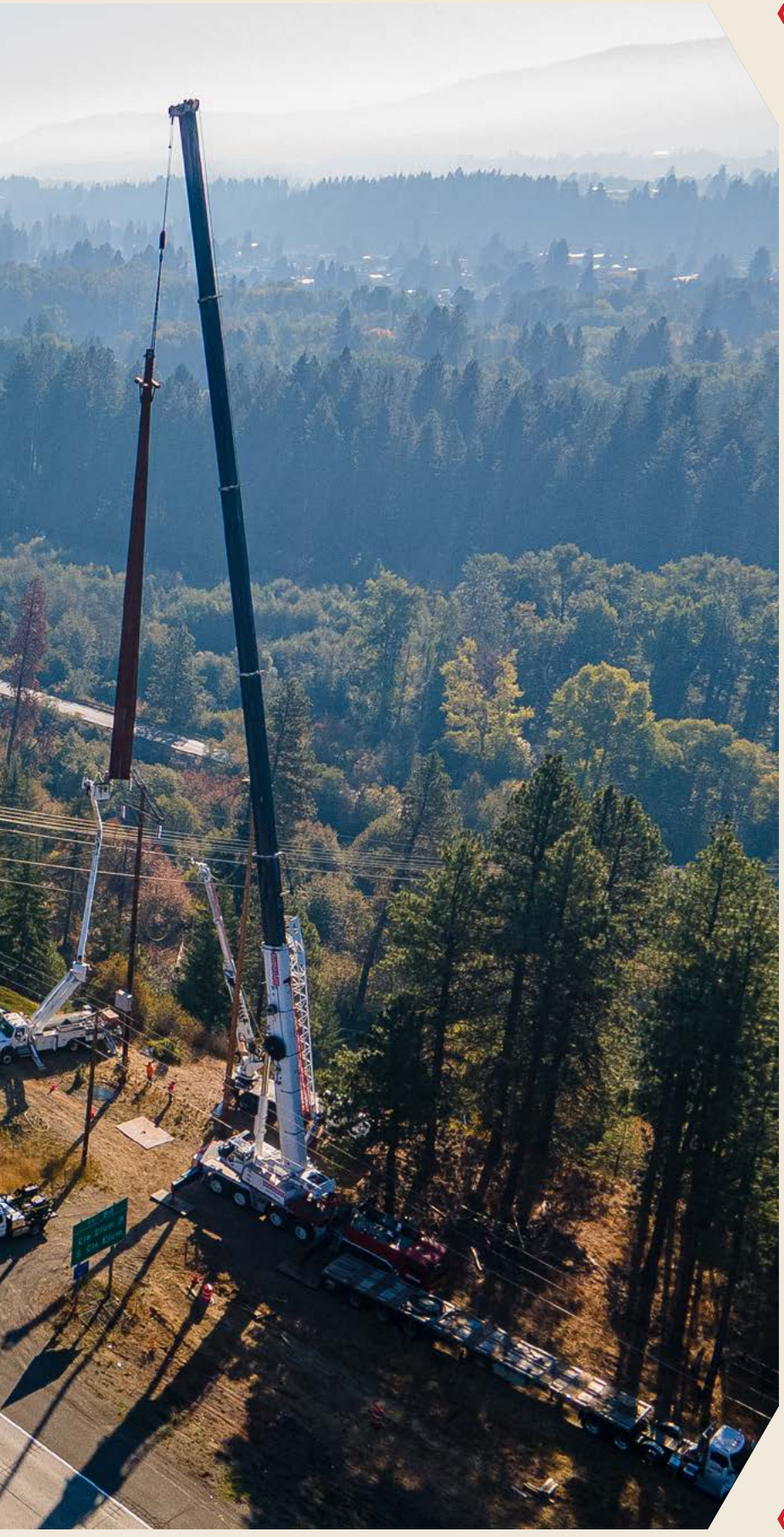




RESTORING & PROTECTING

At Quanta, we collaborate with our customers to reduce environmental impacts across the project life cycle while addressing carbon-intensive activities within our operations, including our fleet. By deepening our understanding of site-specific ecosystems and biodiversity, we implement targeted protection measures that support sustainable outcomes in the field while advancing our customers' broader sustainability goals.





Environmental stewardship is integrated into how we plan, execute, and restore projects, helping us responsibly manage impacts while supporting the long-term health of natural systems. Working alongside our customers, we take a thoughtful, risk-based approach to protecting biodiversity, conserving resources, and restoring habitats. Our commitment extends beyond compliance; we strive to

EARN TRUST THROUGH RESPONSIBLE EXECUTION AND LEAVE A LASTING IMPACT BY STRENGTHENING COMMUNITIES AND, WHENEVER POSSIBLE, **LEAVING ECOSYSTEMS HEALTHIER THAN WE FOUND THEM.**

DEREK CARSON

Vice President,
Operational Performance



Enhancing Automation in Utility Solar Projects

A Quanta operating company is deploying AI-powered robotics to improve speed, precision, and efficiency across its operations. Under a new multi-year agreement with Built Robotics, dozens of autonomous machines will support pile driving, surveying, material handling, drilling, and trenching on solar projects nationwide. The partnership is accelerating schedules, improving quality consistency, and helping meet growing demand for large-scale solar infrastructure. The technology allows crews to move more efficiently across sites while maintaining the performance standards required for complex, fast-moving projects.

The robotic systems take on some of the highest-risk tasks in solar construction, particularly pile driving, reducing exposure to struck-by, pinch-point, and soft-tissue injuries. The machines are operated by trained personnel at a safe distance and are supported by Built's multi-layer safety architecture, including AI-based personnel detection and geofenced work zones. By removing workers from harm's way while maintaining productivity and quality, the partnership reinforces Quanta's dedication to reducing STKY (Stuff That Kills You) incidents without compromising execution.





Improving Fleet Efficiency Through Vehicle Management

In 2024, we achieved our goal of reducing Scope 1 CO_2 emissions intensity (g CO_2/USD revenue) by at least 30% ahead of schedule. Our emissions intensity has steadily declined since 2019, driven by fleet-efficiency initiatives and a continued shift toward lower-carbon operations. Over the past year, we also surveyed our operating companies to better understand the performance of our all-electric Silverado pickup trucks, informing our fleet strategy for integrating emerging technologies.

Alongside efforts to reduce idle time and invest in lower-emission vehicles, we are improving fleet utilization and evaluating technologies that reduce fuel consumption without compromising the reliability required for complex infrastructure work. Disciplined, data-driven fleet management remains central to our approach, including fleet turnover, asset alignment with job requirements, and optimized deployment across projects. Preventive maintenance programs further enhance reliability and fuel efficiency, extending asset life and reducing emissions associated with premature replacement.

2025

GOAL PROGRESS

CLIMATE

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

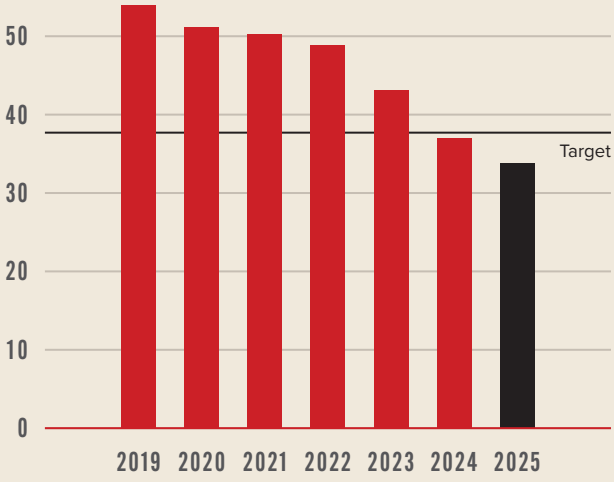
Applicable to Quanta North American operations only



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



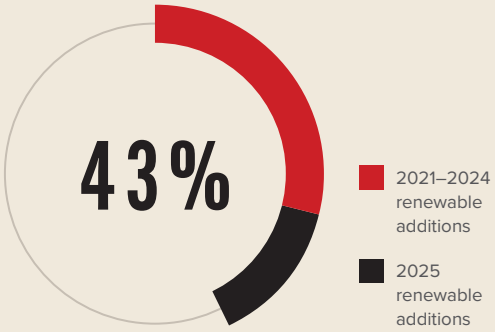
REDUCE OUR SCOPE 1 CO_2 EMISSIONS INTENSITY (g CO_2/USD REVENUE) BY 30% BY 2040



- Partially driven by a change in business mix, we met our Scope 1 CO_2 intensity target **ahead of schedule.**
- We are currently evaluating **future emissions intensity targets** to build on our progress.

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

Cumulative installed



- In 2025, Quanta added **14.1 GW of utility renewable capacity** (wind, solar, and EV charging).
- This represents approximately **25% of all U.S. utility renewable additions** in 2025. The CO_2 avoided from these additions is approximately 10 times the scale of our Scope 1 emissions.[1]

[1] See "Sustainability Data Metrics" on page 98 for more information.

INNOVATION TO REDUCE ENVIRONMENTAL IMPACT

Across Quanta operating companies, teams continue to deploy new technologies that help lower emissions, reduce waste, and improve efficiency while supporting reliable project delivery.

1

Reducing Fuel Use Through Hybrid Power Systems

At the Ulinda Park Battery Energy Storage System in Queensland, Australia, the project team replaced a conventional diesel generator with a 100 kVA hybrid system combining solar generation, battery storage, and smart controls. Solar supplied much of the site's daytime power, while batteries helped manage demand and reduce generator run time. The result was lower fuel use, fewer refueling trips, reduced noise and maintenance, and improved uptime for critical construction activities.





2

Improving SF_6 Leak Detection

Innovation is also reducing emissions embedded in grid equipment. A Quanta operating company has implemented dynamic leak detection for sulfur hexafluoride (SF_6) circuit breakers using highly sensitive photoacoustic infrared technology to measure gas losses during operation. Because SF_6 has a global warming potential more than 23,000 times that of CO_2, improved detection and seal performance can significantly reduce environmental impact. By setting an internal leak threshold at half the industry standard and integrating testing into routine production, the process is expected to prevent more than 1,000 pounds of SF_6 emissions per year.



Maintaining Service During Transmission Upgrades

In Australia, a Quanta operating company completed a first-of-its-kind installation of optical ground wire (OPGW) across live 500 kV transmission lines using advanced live-line methods. Drones were used to install pilot lines between towers, reducing the need for heavy equipment and limiting ground disturbance, while specialized stringing systems and dielectric cradle-block assemblies provided protection and precise tension control. Completing the work without de-energizing the network avoided extended outages, reduced system inefficiencies and emissions from power rerouting, and minimized disruption to surrounding communities and critical transport corridors.



Supporting Transportation Electrification & Grid Flexibility

As our customers continue to expand grid capacity, Quanta operating companies are deploying infrastructure to support transportation electrification and flexible grid resources. In Washington, a Quanta operating company supported its customer in delivering charging infrastructure for a Vehicle-to-Grid (V2G) pilot program with a local school district. The program enables electric school buses to serve a dual purpose: transporting students and acting as distributed energy resources.



When buses are parked and connected, bidirectional fast chargers enable stored energy to be returned to the grid during peak-demand periods, reducing reliance on higher-emitting generation and supporting overall system efficiency. The project required close coordination with active bus depots to maintain daily operations while installing and energizing the systems. Additional planned sites are expected to incorporate battery storage, further expanding the program's capabilities and its potential to support grid flexibility.

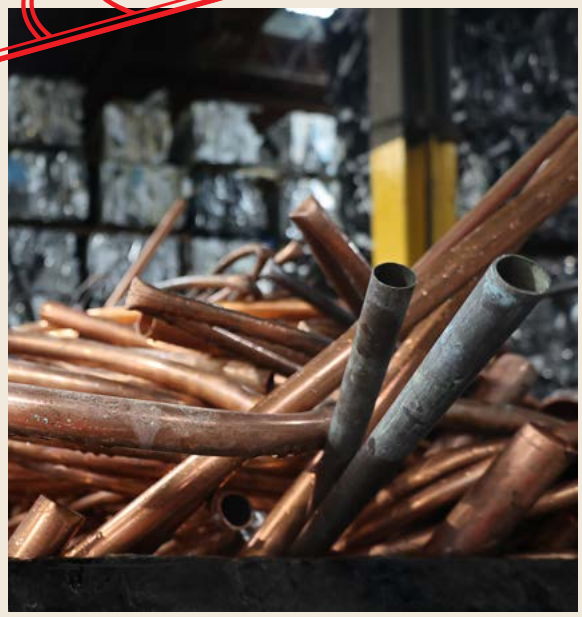
IN FOCUS

ON THE ROAD

ON THE ROAD WITH QUANTA

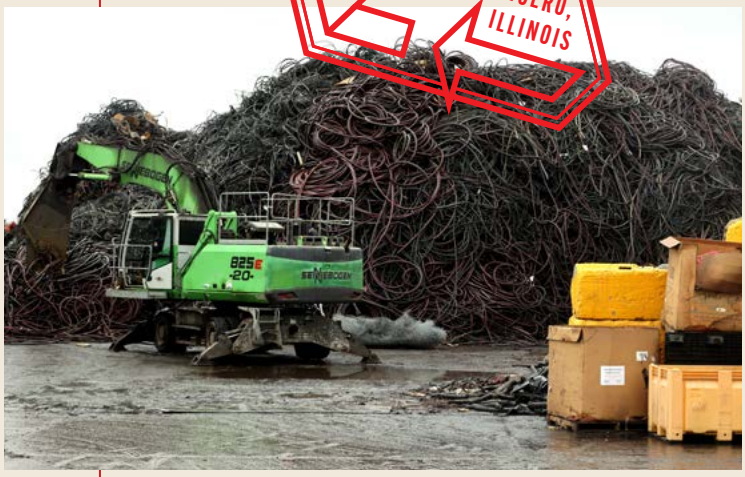
FOLLOWING QUANTA'S MATERIALS

The scale of United Scrap Metal's Cicero facility becomes apparent almost immediately. Quanta is a customer of United Scrap Metal, which receives and processes scrap generated from Quanta's infrastructure projects at the facility.



Spread across roughly 38 acres and anchored by a 30,000-square-foot processing building, it is the largest operation in United Scrap's national network and the hub where material from other facilities is consolidated and processed. As Dane Zumbahlen, Vice President of Utility Sector Recycling, guided me through the yard, he pointed to the flow of material moving through the operation. "This is where everything comes together," he said. "Sorting, processing, and shipping at an industrial scale, with full visibility on every load."

CICERO, ILLINOIS



Every inbound truck is weighed, photographed, scanned, and electronically tracked. Material moves through the facility with detailed records at each stage, providing complete visibility from receipt through final shipment.

United Scrap receives material directly from Quanta operating companies and their customers, particularly utilities and large industrial clients. Roughly 20% to 25% of the company's volume comes from utility partners, with the balance split across industrial manufacturing and demolition.

Material is processed into defined grades, including copper, aluminum, and steel, before being packaged into outbound shipments weighing between 40,000 and 45,000 pounds. According to Dane, approximately 90% of what the company processes remains in the United States. Last year, more than 97% of all material received was recycled.

Walking through the facility, I was struck by the volume of material moving through the operation and the systems in place to track it. Mountains of sorted metal, rows of equipment, and a constant flow of inbound and outbound shipments made it easy to see how closely connected the operation is to the infrastructure projects Quanta builds every day.



Reducing Impact on the Land

At the Bundey Substation in Australia, Quanta's project team took a design-led approach to environmental stewardship by shaping the facility around the site's natural characteristics rather than imposing a standard layout. Early engineering overlays aligned the design with existing topography and drainage patterns, reducing earthworks by approximately 40% and preserving undisturbed land. Environmental performance was further improved through a materials strategy that prioritized on-site limestone for structural fill. This approach eliminated the need for imported materials and reduced heavy vehicle traffic by more than 200 truck movements, lowering fuel use, emissions, and community disruption. The Bundey Substation reflects Quanta's integrated model, where engineering, environmental planning, and construction teams work together to deliver infrastructure that performs reliably while minimizing its footprint.

The project team also implemented an innovative site water solution that reduced environmental impact while improving safety and efficiency. Rather than relying on conventional water trucking, the team installed a temporary five-kilometer pipeline to connect directly to an existing municipal supply, eliminating approximately 1,200 heavy truck movements and more than 3,750 miles of travel. This approach avoided an estimated 15.2 tons of CO_2 emissions, minimized heavy-vehicle traffic on public roads, and significantly reduced water delivery time from 90 to 12 minutes while lowering costs.

> THE TEAM SHAPED THE DESIGN TO SUIT THE LANDFORM, WHICH **DELIVERED A BETTER ENVIRONMENTAL OUTCOME.**

BRADLEY HUNTER

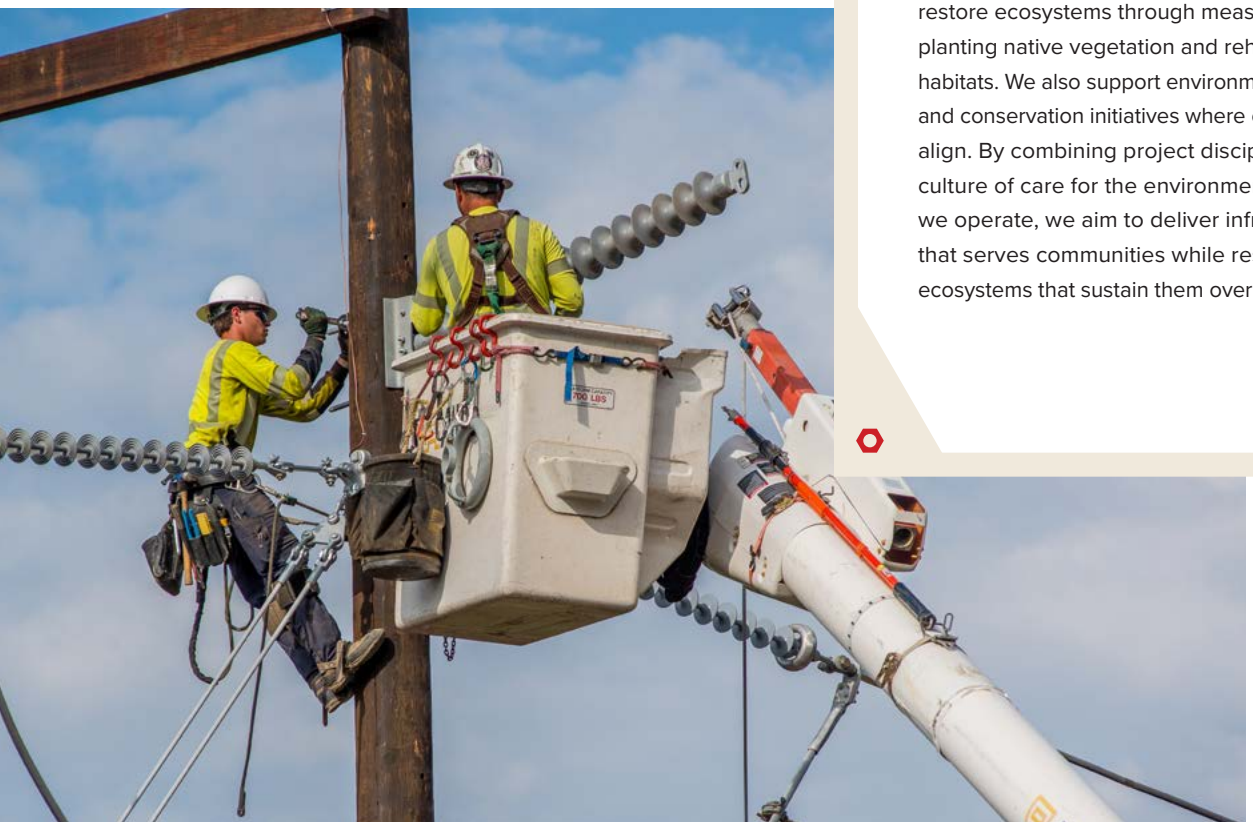
Bundey Substation
Civil Engineer



Protecting Sensitive Habitats While Strengthening Grid Infrastructure

As wildfire risk grows across sensitive landscapes, Quanta operating companies are working closely with customers to plan and execute work within environmental constraints—protecting wetlands, wildlife, and habitat while adapting to evolving fire conditions. Through careful coordination and field-led execution, these efforts strengthen critical infrastructure and support the long-term resilience of the communities and environments where we operate.

In central Washington, a Quanta operating company completed a pole-replacement program on a 115 kV line, replacing aging structures in wetland areas with fiberglass poles to minimize environmental impact while maintaining long-term reliability. Work planning also accounted for seasonal wildlife protections: Construction paused to accommodate an active osprey nest and resumed only after the bird migrated, ensuring the project was completed within approved environmental windows. This same corridor was further strengthened through a high-priority structural maintenance effort across remote, mountainous terrain, enhancing wildfire resilience and reinforcing a critical transmission path.



OUR APPROACH TO ENVIRONMENTAL & BIODIVERSITY MANAGEMENT

We recognize that biodiversity underpins resilient ecosystems and the health and well-being of the communities where we work. Responsible environmental management is integral to how our teams plan and execute projects, supporting regulatory compliance, earning community trust, and delivering long-term value. In partnership with our customers, we apply a disciplined risk management approach to identify, avoid, and manage environmental impacts as part of our commitment to safe, responsible, and sustainable execution.

Where our activities intersect with biodiversity, we collaborate with customers to protect and restore ecosystems through measures such as planting native vegetation and rehabilitating habitats. We also support environmental research and conservation initiatives where opportunities align. By combining project discipline with a culture of care for the environments in which we operate, we aim to deliver infrastructure that serves communities while respecting the ecosystems that sustain them over the long term.



Strengthening the Front Line: Wildfire Response From the Air

When Quanta Services recently acquired Billings Flying Service, it was a strategic expansion rooted in environmental stewardship and operational readiness. As wildfires grow in scale, intensity, and complexity, Quanta recognizes that protecting communities, ecosystems, and critical infrastructure increasingly depends on rapid, coordinated responses. Billings brings decades of frontline aerial firefighting expertise—heavy-lift helicopters, specialized crews, and global operating experience—adding to Quanta's existing aerial environmental protection capabilities. The acquisition strengthens Quanta's ability to support customers and public agencies with faster initial attack, improved situational awareness, and precision suppression in remote and high-risk environments.

Beyond aircraft and equipment, the heart of Billings Flying Service has always been its people—pilots, mechanics, drivers, and support teams operating with a safety-first mindset in some of the most challenging conditions imaginable. Integrated into Quanta's broader environmental management framework, this expertise helps mitigate wildfire impacts while respecting the ecological role fire plays in natural systems. From targeted water and retardant drops that protect sensitive habitats to aerial reconnaissance that guides safer, more effective ground operations, the combination enhances outcomes on both fronts: reducing risk to life and property while supporting responsible land and ecosystem management.

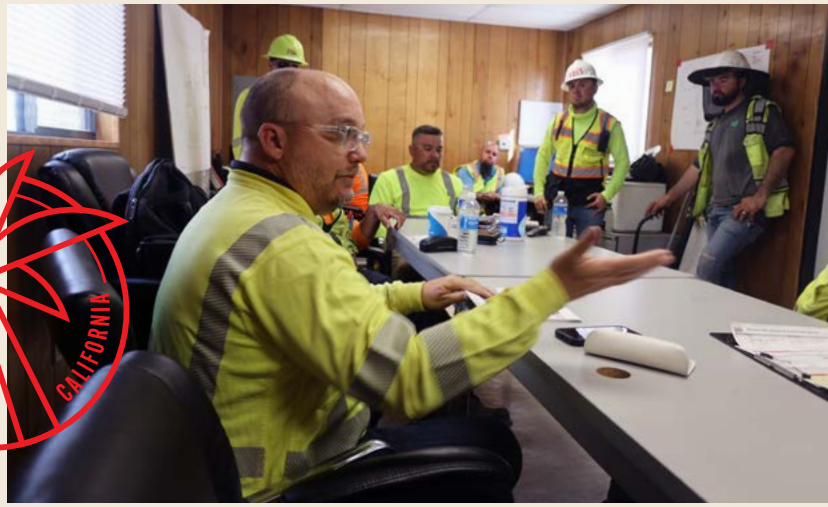


IN FOCUS

ON THE ROAD

NO TWO DAYS ARE THE SAME

The day starts the way a lot of Quanta days do: early, moving, and already a few steps ahead of whatever the field is about to throw at us.



I joined Matt Merscheim, a Quanta operating company Environmental Manager, for a day in the field to better understand the environmental responsibilities that support project delivery across Southern California.

It didn't take long to see why no two days are alike. One stop involved inspecting stormwater controls and documenting best management practices designed to prevent sediment and pollutants from entering drainage systems. At another project, work had paused after bone fragments were uncovered in a trench.

Before construction could continue, the team needed to coordinate a response and determine exactly what had been found.

As the day continued, our conversations moved from air quality and stormwater requirements to restoration planning and project closeout. In arid regions, controlling dust often requires significant water use, and haul roads may be limited to 15 mph to reduce dust leaving the site. Matt also described the work that continues after construction is complete, including hydroseeding, soil stabilization, and the installation of permanent controls such as rock dissipators.

Many environmental considerations are tied directly to project schedules and execution. Nesting birds can delay work, invasive species may require special management measures, and protected habitats often bring additional restrictions. The specific requirements vary from project to project, but each must be understood and addressed before work can move forward.

By the end of the day, I had a greater appreciation for the planning, coordination, and field oversight involved in environmental management.

You can plan for a lot, but environmental work is really about how you respond

WHEN SOMETHING UNEXPECTED SHOWS UP IN THE FIELD.

MATT MERSCHEIM

Environmental Affairs Manager,
Quanta Operating Company

ON THE ROAD WITH QUANTA

Integrated Environmental Stewardship: From Planning to Construction

As part of Quanta Services' commitment to responsible infrastructure development, environmental performance is advanced through an integrated delivery model that spans front-end planning through construction. Through its professional services operating company, Canacre, Quanta leads early-stage environmental planning, routing, and permitting to identify constraints, avoid sensitive resources, and incorporate mitigation into project design. These commitments are then implemented by Quanta's construction operating companies, which perform work in accordance with permit conditions and apply best management practices to support environmental compliance and stewardship throughout construction.

In 2025, Canacre integrated proactive environmental stewardship practices across Quanta's large North American projects. From early planning through construction, prioritization focused on biodiversity conservation and regulatory compliance to minimize environmental impacts while advancing critical energy infrastructure.

When construction activities occur in environmentally sensitive areas, Canacre works closely with qualified wildlife biologists to ensure adherence to species-specific conservation requirements. Monitoring protocols are implemented in designated constraint areas to protect sensitive and protected species, including the lesser prairie-chicken, swift fox, raptors, burrowing owl, bald eagle, migratory birds, and sensitive vegetation communities.



These measures are designed to minimize disturbance during critical breeding and nesting periods, reduce habitat fragmentation, and safeguard regional ecosystems.

Beyond wildlife protection, Quanta companies apply rigorous safeguards to wetlands and other sensitive habitats. Wetlands are delineated, clearly staked, and communicated to field teams prior to construction to prevent unauthorized vehicle access and ground disturbance. This proactive approach mitigates habitat degradation, protects water quality, and reinforces compliance with federal, state, and local environmental regulations. During the development of stormwater pollution prevention plans, Canacre collaborates closely with contractors to enhance constructability while avoiding and minimizing impacts to Waters of the United States (WOTUS), wetlands, tributaries, and other sensitive aquatic resources.



OUR COMMITMENT TO

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RESPONSIBLE GOVERNANCE

Quanta's business is built on a strong foundation of corporate governance, integrity, and ethical business practices. Our governance approach helps guide how we operate, supporting accountability, sound decision-making, and alignment with our core values. Through our ethics and compliance programs, we reinforce expectations around human rights, business conduct, labor practices, health and safety, and environmental responsibility.





QUANTA'S RISK GOVERNANCE FRAMEWORK

Quanta's Board of Directors oversees a comprehensive risk governance framework aligned with the Company's long-term strategic objectives. Quanta's enterprise risk management process, led by the Chief Executive Officer, General Counsel, Chief Financial Officer, and Chief Compliance Officer, provides the Board with visibility into the identification, evaluation, monitoring, and management of key Company risks, as well as the strategies implemented to mitigate them. On a regular basis, leadership teams across Quanta's operating companies identify business-specific risks and outline potential mitigation measures. This ongoing process evaluates risks across the Company's operations, including operational, industry-specific, financial, reputational, legal, regulatory, and cybersecurity matters.

As part of its oversight responsibilities, the Board monitors the risks facing the Company, management's response strategies, and the appropriate level of risk for Quanta. While the enterprise-wide risk management assessment is formally presented to the Safety, Operations, and Risk Committee and reviewed with the Board annually, the Board continually reviews and assesses risks through ongoing engagement with management during Board and committee meetings. Discussions and insights from these interactions, along with the annual risk management assessment, help inform the Company's risk-related disclosures in Securities and Exchange Commission filings and other public communications. For additional information regarding the Board's role in risk oversight, refer to the 2026 Proxy Statement.

BOARD OF DIRECTORS

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

While management leads the development and execution of Quanta's sustainability strategy, our Board brings broad cross-industry experience and provides important oversight. The Board helps ensure that Quanta's business strategy remains aligned with our sustainability priorities through regular reviews and ongoing dialogue with management. The Board and committees of the Board receive comprehensive presentations and detailed updates on key focus areas, including cybersecurity, ethical business practices, emerging regulations, and other significant sustainability matters.

At Quanta, we recognize that diverse backgrounds and experiences strengthen decision-making and support effective corporate governance. This diversity across our leadership levels—from the Board to the executive management team—enhances our ability to develop policies and practices that resonate across our workforce and support our long-term growth objectives. Quanta's Board includes directors with broad experience and diverse skills and backgrounds, including expertise relevant to sustainability.

Read more about the Board in our 2026 Proxy Statement.

Current Members of the Board of Directors



EARL C. "DUKE" AUSTIN, JR.
President, Chief Executive Officer & Director



WORTHING F. JACKMAN
Director



R. SCOTT ROWE
Director



WARNER L. BAXTER
Director



JOSEPH KIM
Director



ELLEN RUBIN
Director



DOYLE N. BENEBY
Chairman of the Board



HOLLI C. LADHANI
Director



MARTHA B. WYRSCH
Director



BERNARD FRIED
Director



JO-ANN M. DEPASS OLSOVSKY
Director

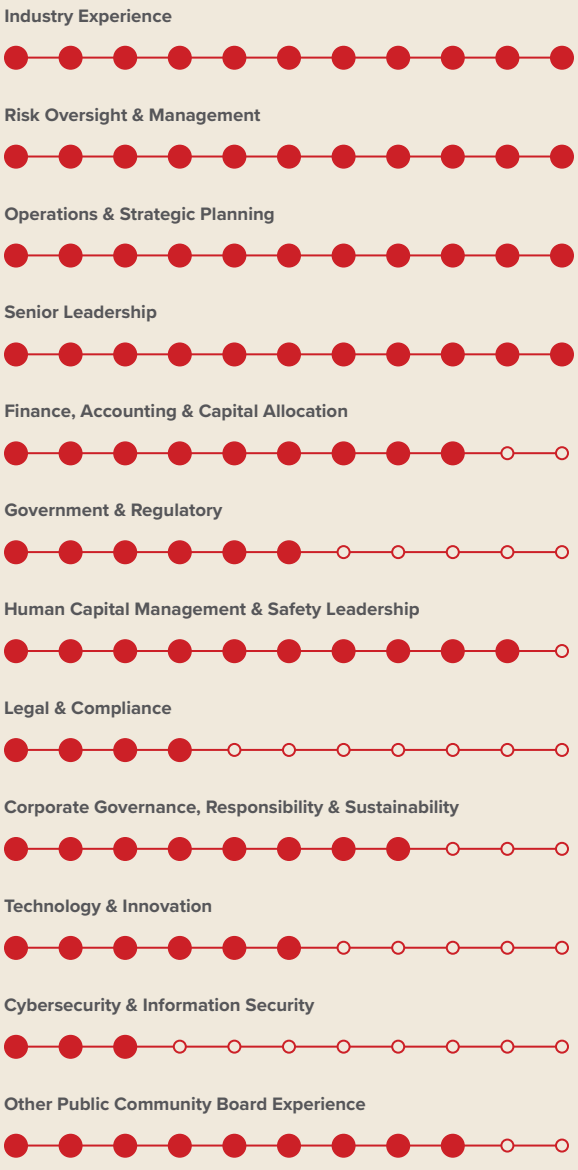
2025

NUMBERS

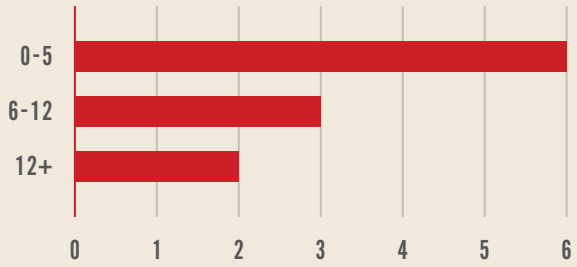
BOARD BY THE

QUALIFICATIONS, SKILLS & EXPERIENCE

Our directors bring a strong mix of backgrounds, knowledge, and skills. The table below highlights certain collective competencies and attributes represented across the Board. The absence of an indicator for a particular area does not mean a director lacks that skill or experience, as we expect all directors to maintain broad knowledge across these areas. Rather, the indicator reflects a core competency that a director contributes to the Board. Our directors also possess a wide range of additional skills and experiences not reflected below, which are further described in the 2026 Proxy Statement.



TENURE (YEARS)*

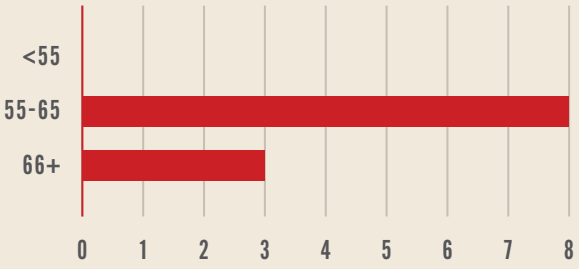


Number of Board members

7.5
average tenure

61
average age

AGE*



Number of Board members

*As of Quanta's 2026 Annual Meeting of Stockholders





SUSTAINABILITY GOVERNANCE

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

The executive management team, led by the Chief Executive Officer, oversees these risks and helps guide Quanta's sustainability strategy. The Director of Sustainability, supported by advisory functions, is responsible for advancing and implementing Quanta's sustainability program. Environmental and Social Steering Committees further strengthen governance efforts through collaboration with internal teams, working groups, and departments, including investor relations, legal, and finance.

In 2025, Quanta's executive compensation program allocated 20% of target annual cash incentives to safety performance goals. This metric reinforces the Company's commitment to safety performance and training while aligning with customer expectations.

Sustainability Metrics: Tracking Our Progress

We are committed to advancing our sustainability program through management systems and oversight practices that strengthen our ability to track progress, promote transparency, and drive continuous improvement.

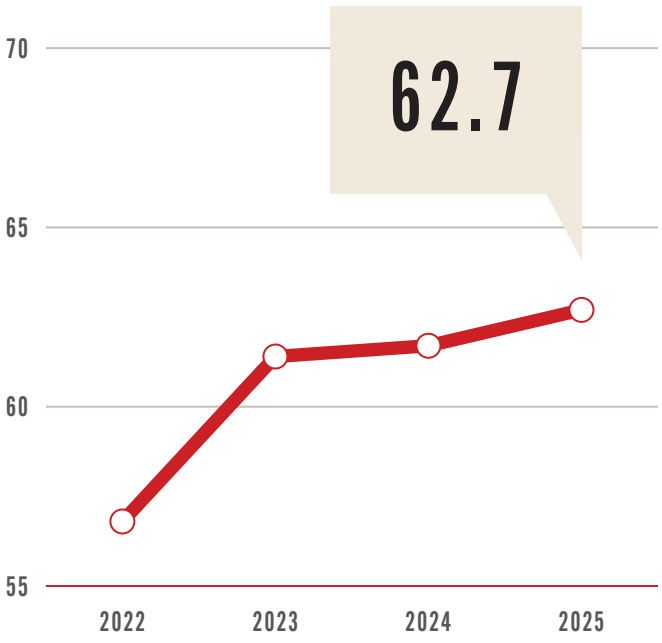
Greenhouse Gas Emissions Verification

For the third year, we engaged an independent third party to conduct a limited assurance review of our Scope 1 and 2 greenhouse gas emissions inventories. This review followed the "ISO 14064-3: Greenhouse Gases | Part 3" specification standard. Quanta's Scope 1 and 2 assurance statement for the fiscal year 2025 is publicly disclosed to promote greater transparency.[1]

Operating Company Sustainability Scorecard

Our sustainability scorecard system benchmarks performance across Quanta operating companies and supports continuous improvement in key sustainability focus areas. The framework focuses on key sustainability topics relevant to Quanta operating companies, providing deeper insight into performance and supporting discussions around opportunities for improvement. Key focus areas include facilities management, fleet operations, human resource development, health and wellness, safety, training, and environmental stewardship. Aggregating these results provides a company-wide average score that helps us measure and track progress over time. In 2025, the aggregate sustainability scorecard score was 62.7, representing a 10% increase from our first year of measurement in 2022.

AVERAGE OPERATING COMPANY SUSTAINABILITY METRIC SCORE (OUT OF 100)



[1] See "2025 Scope 1 & 2 Emissions Assurance Statement" at sustainability.quantaservices.com/metrics-reports/.

Materiality Assessment

Our materiality assessment helps us better understand the sustainability topics most relevant to Quanta and our stakeholders. This process informs our sustainability program by supporting enhanced disclosures, resource allocation, risk management, and long-term planning.

In 2025, we conducted our third biennial materiality assessment, leveraging input from a broad range of internal and external stakeholders, including employees, customers, suppliers, investors, and executives. The assessment process included structured stakeholder engagement and prioritization of sustainability topics based on their importance to Quanta and our stakeholders.

Results from the 2025 assessment demonstrate continued alignment between stakeholder priorities and Quanta's core areas of focus. Occupational Health and Safety remains our most material topic, reflecting our long-standing safety-first culture. Other top priorities include Ethics and Integrity, Product and Service Quality, Meeting Rising Energy Demand, Supporting Resiliency, and Talent Attraction and Recruitment.

Overall topic prioritization remained largely consistent with our 2023 assessment, demonstrating stability in the issues most important to Quanta and its stakeholders. Relative to our last assessment, emphasis on talent attraction and recruitment increased, reflecting the growing importance of workforce availability and development. Stakeholder focus also continued to evolve toward energy demand, resiliency, and workforce capacity.





SUPPLY CHAIN & VENDOR RESPONSIBILITY

Quanta views suppliers and vendors as essential stakeholders and works closely with them to support business operations while promoting positive social and environmental outcomes.

These partnerships support ethical practices and help build a strong, diverse, and resilient value chain grounded in trust and shared values. To promote alignment, Quanta has established policies and engagement strategies that communicate expectations and encourage collective positive impact. We are committed to responsible business practices and expect the same from our suppliers and vendors. Our Supplier Code of Conduct outlines these expectations, including compliance with our health and safety requirements, alignment with our environmental priorities, and adherence to our ethics, compliance, and human rights standards. Suppliers or vendors wishing to raise concerns related to the Supplier Code of Conduct may do so through Company representatives or the Company's Ethics Helpline.

Responsible Sourcing

Ensuring the responsible sourcing of materials is an important component of our supplier sustainability efforts. Our responsible sourcing approach includes supplier engagement, training and awareness initiatives, human capital management, and conflict minerals due diligence and compliance efforts. We also support industry initiatives that strengthen regulatory compliance, align with global standards, and address industry and stakeholder expectations. Additional information is available in our 2025 Conflict Minerals Disclosure on our website.

Supplier Screening & Assessment

Quanta conducts supplier screening to identify significant suppliers based on business relevance across environmental, social, and governance categories. The Company uses third-party risk management tools, automated monitoring systems, and sustainability assessments to support supplier compliance. Significant suppliers are also evaluated for country-, sector-, and commodity-specific risks through consultant-led site visits and third-party reviews. These assessments consider factors such as regulatory environments, geopolitical conditions, labor practices, ethical sourcing, price volatility, and potential supply chain disruptions.

Before selecting suppliers and vendors, Quanta applies a centralized third-party risk management process that monitors compliance, safety, and sustainability risks in real time. The Company also evaluates suppliers through EcoVadis, which assesses performance across environment, labor and human rights, ethics, and sustainable procurement. This evidence-based approach helps Quanta identify strengths, address areas for improvement, and support responsible, long-term business relationships.

IN FOCUS

FOCUS

OUR COMMITMENT TO HUMAN RIGHTS

Quanta is committed to conducting business ethically while fostering a culture of respect and dignity for all employees and partners.

Quanta upholds internationally recognized human rights principles and aligns its business activities with global standards, including the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and applicable U.S. laws. We actively promote and protect human rights across our workforce, partners, affiliates, and broader value chain through a company-wide human rights assessment and due diligence process designed to identify and address potential risks and impacts. Assessments cover areas such as forced labor, human trafficking, child labor, freedom of association, collective bargaining rights, equal remuneration, discrimination, working hours, and overtime compensation, including risks related to acquisitions and joint ventures.

We expect customers, suppliers, and stakeholders to adhere to our Human Rights Policy, which addresses discrimination, working conditions, forced labor, and freedom of expression. Quanta strictly prohibits modern slavery and human trafficking within our operations and supply chain and maintains ongoing dialogue with stakeholders to stay informed on emerging human rights concerns. Our Human Resources department oversees compliance with the Human Rights Policy and supports adherence to ethical labor standards across the organization.

Respect for Human Rights & Community Governance on Projects

We are committed to being a strong community partner by ensuring the communities where we operate feel valued, respected, and treated fairly. Our approach incorporates environmental justice principles and promotes meaningful participation in community decisions regardless of race, color, national origin, or income. For large projects, we work closely with customers to develop management systems and community engagement plans that identify stakeholders, address concerns during project planning, and track responses throughout the project life cycle. These plans may include training programs, mentorship opportunities, local hiring initiatives, public comment periods, and structured complaint response protocols to support transparency and accountability.

To gather stakeholder feedback, we use a variety of engagement methods, including face-to-face meetings, suggestion boxes, email correspondence, an anonymous toll-free ethics line, and ongoing discussions with affected communities. These efforts help maintain open dialogue and reinforce our commitment to ethical, inclusive, and community-focused decision-making.



ETHICAL BUSINESS PRACTICES

At Quanta, ethical business practices are more than a policy; they are integral to how we operate. We uphold high ethical standards and expect our employees, suppliers, and subcontractors to share our commitment to integrity, honesty, and accountability.

Anti-Corruption Policy

Quanta is committed to complying with all applicable laws related to the prevention and detection of corruption and bribery. The Company's Anti-Corruption Compliance Policy outlines guidelines and expectations for interactions with government officials, gifts and entertainment, engagement with high-risk service providers, due diligence on business partners, and charitable and political contributions. As part of its broader Integrity & Compliance program, Quanta conducts annual anti-corruption training and regularly assesses the program to identify evolving compliance and ethical risks.





Political Engagement

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

Oversight of the policy is led by the Chief Compliance Officer with support from the Vice President of Government Affairs. To promote transparency and accountability, we publish an annual Political Engagement Report detailing contributions and trade association memberships. Our Governance and Nominating Committee regularly reviews political activities to ensure alignment with Company values and regulatory requirements. In addition, our Government Affairs and Integrity and Compliance teams work closely with the Board of Directors and executive leadership to help ensure political activities align with strategic objectives and applicable reporting standards. More information, including our Political Activity Policy, is available on Quanta's Investor Relations website.

Quanta Ethics Training & Audits

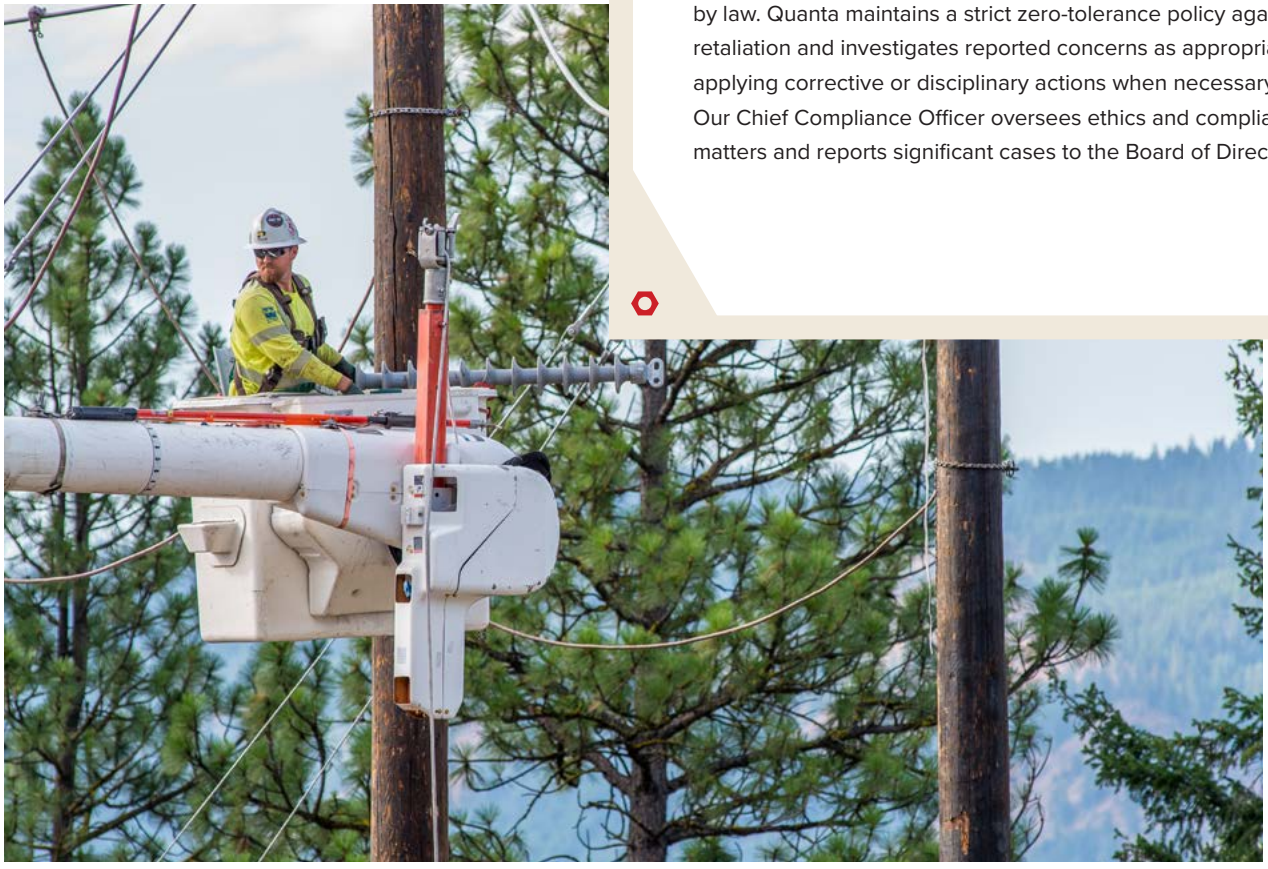
Quanta requires all employees to receive and acknowledge the Company's Code of Conduct. In coordination with operating company leadership, Quanta's Integrity & Compliance team conducts risk-based assessments to identify employee groups requiring targeted ethics and compliance training. Training is delivered throughout the year, refreshed annually, and regularly updated to remain relevant and timely. Modules include knowledge checks, and some require correct responses or full retraining if comprehension standards are not met.

Completion reports are provided to executive leadership and included in quarterly Board of Directors materials. Internal controls supporting Quanta's ethics and compliance program are implemented across the Company and regularly audited by Internal Audit to help ensure employees and high-risk third parties understand and adhere to expected ethical standards.

QUANTA'S CODE OF CONDUCT

Quanta is committed to fostering a workplace grounded in integrity, accountability, transparency, and mutual respect. Our Code of Conduct outlines the ethical expectations for employees and reinforces compliance with applicable laws and Company policies, including standards related to business ethics, fair competition, anti-corruption, environmental responsibility, conflicts of interest, data privacy and security, insider trading, and the prohibition of harassment and discrimination. All employees are required to acknowledge and adhere to the Code, and annual workplace training helps employees recognize, prevent, and report unethical or illegal behavior. Quanta also maintains a defined escalation process for addressing harassment and discrimination concerns.

Employees can report concerns through internal resources or our third-party managed Ethics Helpline, available online or by phone, with anonymous reporting permitted where permitted by law. Quanta maintains a strict zero-tolerance policy against retaliation and investigates reported concerns as appropriate, applying corrective or disciplinary actions when necessary. Our Chief Compliance Officer oversees ethics and compliance matters and reports significant cases to the Board of Directors.



Cybersecurity

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

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

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



Our Board considers cybersecurity risk as part of its risk oversight function and views cybersecurity and IT risks as key strategic risks for Quanta. The Board, including through its Safety, Operations, and Risk Committee, 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. The Safety, Operations, and Risk Committee reports to the full Board regarding its activities, including those related to cybersecurity.

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

Data Privacy & Protection Policy

Quanta is committed to protecting the personal information of its employees, customers, suppliers, and business partners in accordance with legal, contractual, and policy requirements. Our Data Privacy & Protection Policy establishes the principles and standards for the responsible collection, protection, use, sharing, and disposal of data.

IN FOCUS

IN FOCUS

PRODUCT QUALITY:

QUANTA'S INTEGRATED MANAGEMENT SYSTEM

Quanta's Integrated Management System (IMS) provides the operational framework that helps drive consistency, accountability, and execution across the business while aligning operations with internationally recognized ISO management system standards.

The IMS integrates key processes, procedures, and controls across areas such as contract management, project execution, quality, risk management, safety, procurement, and project controls, creating a structured approach to delivering projects safely, efficiently, and in accordance with customer and regulatory requirements. Built around principles embedded within ISO 9001 and ISO 45001, the system emphasizes risk-based thinking, continuous improvement, operational oversight, document control, performance measurement, and clearly defined roles and responsibilities. Through standardized processes, governance structures, and ongoing monitoring, the IMS supports Quanta's core quality objectives of timely project completion and meeting contractual requirements while reinforcing a culture of accountability, safety, and operational excellence across complex infrastructure projects.

Quality Management in Action

We asked Travis Frey what the three most important aspects of quality are in his role as Director of Quality at Quanta Infrastructure Solutions Group (QISG). Here's what he said:

Quality is embedded in project execution, not treated as a standalone compliance function.

The focus is on integrating quality with scheduling, procurement, safety, and construction so it is reflected in outcomes such as reduced rework, reliability, and client satisfaction—not simply audit performance.

Quality systems must be scalable, repeatable, and adaptable across a complex and evolving organization.

QISG emphasizes cross-operating company alignment and standardized processes that support growth across teams, geographies, and project types without relying on individual expertise or heroic effort.

Credibility comes from data, leadership alignment, and business relevance.

The focus is on metrics that drive decisions, executive reporting that supports accountability, and clear communication that connects technical quality concepts to operational and client impact.

WATCH

Watch QISG employees talk about how they manage quality to satisfy customers and deliver solutions built to last.



TRAVIS FREY

Director of Quality,
Quanta Infrastructure
Solutions Group

APPENDI



IX



SUSTAINABILITY DATA METRICS

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

IMPACT ON SOCIETY

	UNIT	2021	2022	2023	2024	2025
FINANCIAL CLIMATE CHANGE-RELATED REVENUES						
Emergency restoration services revenues[1]	Million USD	$452	$331	$310	$654	$298
RENEWABLES						
CONSTRUCTION						
Utility-scale wind and solar power constructed[2]	Installed capacity, MW	6,587	4,591	3,276	10,330	8,509
Utility-scale battery storage constructed[3]	Installed capacity, MW	1,009	436	1,026	1,577	5,583
Avoided emissions enabled (estimate)[4]	Million metric tons CO_2e	6.7	5.0	3.1	7.9	7.1
EV CHARGING INFRASTRUCTURE						
EV charging	Installed capacity, MW	—	30	33	30	35

ENVIRONMENTAL (PLANET)

	UNIT	2021	2022	2023	2024	2025
ENERGY CONSUMPTION						
DIRECT ENERGY CONSUMPTION (SCOPE 1), VEHICLE FUEL						
Diesel fuel	TJ	5,605	7,348	7,994	7,680	8,528
Gasoline	TJ	2,776	3,419	3,634	3,689	3,979
Liquefied natural gas (LNG)	TJ	59	84	72	97	82
Aviation fuel	TJ	284	334	360	190	220
Vehicle fleet energy consumption, total	**TJ**	**8,724**	**11,185**	**12,060**	**11,656**	**12,808**
FACILITY ENERGY USE						
Natural gas[5]	TJ	26.2	33.7	41.6	143.8	178.4
FACILITY-PURCHASED ELECTRICITY						
Indirect energy consumption (Scope 2), facility-purchased electricity[5]	TJ	35.3	59.8	71.6	119.2	137.8

ENVIRONMENTAL (PLANET)

	UNIT	2021	2022	2023	2024	2025
TOTAL ENERGY CONSUMPTION						
Scope 1 energy consumption	TJ	8,750	11,219	12,102	11,800	12,987
Scope 2 energy consumption	TJ	35	60	72	119	138
Scope 1 and 2 energy consumption, total	**TJ**	**8,786**	**11,279**	**12,173**	**11,919**	**13,124**
TOTAL ENERGY INTENSITY						
Scope 1 energy intensity	KJ/USD revenue	674	657	580	498	456
Scope 2 energy intensity	KJ/USD revenue	2.7	3.5	3.4	5.0	4.8
Scope 1 and 2 energy consumption, total	**KJ/USD revenue**	**677**	**661**	**583**	**503**	**461**

GREENHOUSE GAS (GHG) EMISSIONS

VEHICLE FUEL						
Diesel fuel	Metric tons CO_2e	419,154	549,122	597,396	573,984	637,348
Gasoline	Metric tons CO_2e	206,031	253,604	269,550	273,622	295,113
Liquefied natural gas (LNG)	Metric tons CO_2e	3,356	4,794	4,120	5,820	4,703
Aviation fuel	Metric tons CO_2e	21,154	24,850	26,793	14,131	16,319
Vehicle fleet emissions, total	**Metric tons CO_2e**	**649,694**	**832,370**	**897,859**	**867,557**	**953,483**
FACILITY ENERGY USE						
Natural gas	Metric tons CO_2e	1,317	1,700	1,965	7,280	9,025
FACILITY-PURCHASED ELECTRICITY						
Scope 2 CO_2 emissions, location-based	Metric tons CO_2e	3,469	6,336	8,098	12,865	13,721
Scope 2 CO_2 emissions, market-based	Metric tons CO_2e	3,469	5,745	7,546	12,337	14,209
TOTAL DIRECT & INDIRECT EMISSIONS						
Scope 1 emissions	Metric tons CO_2e	651,011	834,070	899,824	874,837	962,508
Scope 2 emissions, market-based	Metric tons CO_2e	3,469	5,745	7,546	12,337	14,209
Scope 1 and 2 emissions, total	**Metric tons CO_2e**	**654,480**	**839,815**	**907,370**	**887,174**	**976,717**
Offset emissions (Scope 1)	Metric tons CO_2e	1,547	2,808	1,560	1,599	1,690
EMISSIONS INTENSITY						
Scope 2 emissions intensity	g CO_2e/MJ	98.3	96.1	105.4	103.5	103.1
Vehicle fleet emissions intensity	g CO_2e/USD revenue	50.1	48.8	43.0	36.6	33.5
Vehicle fleet emissions intensity, per employee	Metric tons CO_2e	14.9	17.6	17.1	14.9	13.7
Scope 1 CO_2 emissions intensity, total	g CO_2e/USD revenue	50.2	48.9	43.1	37.0	33.8
Scope 1 and 2 CO_2 emissions intensity, total	**g CO_2e/USD revenue**	**50.4**	**49.2**	**43.5**	**37.5**	**34.3**
SCOPE 3 GREENHOUSE GAS EMISSIONS						
Category 3: Fuel and Energy Related Activities	Metric tons CO_2e	—	—	214,325	192,463	212,123
Category 6: Business Travel (estimated)	Metric tons CO_2e	16,429	20,359	29,125	28,209	20,611
Category 7: Employee Commuting (estimated)	Metric tons CO_2e	52,561	54,385	65,738	117,945	141,117
Category 8: Upstream Leased Assets[6]	Metric tons CO_2e	—	—	12,694	17,639	20,202

ENVIRONMENTAL (PLANET)

	UNIT	2021	2022	2023	2024	2025
PROGRESS TOWARD CLIMATE COMMITMENTS						
RENEWABLE ENERGY[7]						
Renewable energy installed since 2021, cumulative	GW	—	—	17.0	28.9	43.0
Progress towards 2035 goal (100 GW installed)		—	—	17.0%	28.9%	43.0%
SCOPE 1 CO_2 INTENSITY						
Scope 1 emissions intensity	g CO_2e/USD revenue	—	—	43.1	37.0	33.8
Emissions intensity reduced since 2019		—	—	20.0%	31.4%	37.3%
Progress toward 2040 goal (30% reduction)		—	—	67%	105%	124%
PROPERTIES[8]						
Facility electricity usage covered by renewable energy certificates (REC) purchases		—	—	100%	100%	100%
OTHER TAILPIPE EMISSIONS						
Nitrogen oxides (NOx)	Metric tons	1,101	1,084	984	865	974
Sulfur oxides (SOx)	Metric tons	5.3	4.7	4.2	4.0	4.1
Particulate matter (PM10)	Metric tons	91	90	82	69	79
Nitrogen oxides (NOx) emissions intensity	kg NOx/million USD revenue	85	63	47	37	34
Sulfur oxides (SOx) emissions intensity	kg SOx/million USD revenue	0.41	0.28	0.20	0.17	0.14
Particulate matter (PM10) emissions intensity	kg PM10/million USD revenue	7.0	5.3	3.9	2.9	2.8
WATER						
Total water intake, Quanta facilities[9]	Thousand gallons	30,390	36,145	39,785	51,650	51,147
Water intensity, Quanta facilities	Gallons/thousand USD revenue	2.34	2.12	1.91	2.18	1.80
Quanta facilities in water stressed areas[10]		—	—	—	13%	13%
WASTE						
HAZARDOUS WASTE						
Electronic waste, recycled	Pounds	4,365	8,592	28,363	1,999	1,271
NON-HAZARDOUS WASTE						
Used engine oil[11]	Gallons	—	71,040	76,290	78,801	86,705
Recycled project materials from large projects	Pounds	—	—	—	2,256,131	3,375,878
BIODIVERSITY						
Total area, Quanta facilities[12]	Acres	—	7,865	8,507	8,446	8,932
Total area impacted, major transmission projects[13]	Acres	—	49,785	79,580	79,580	84,275
Total area impacted, major pipeline projects[13]	Acres	—	22,975	9,085	9,090	9,090
Total area impacted, major fiber projects[13]	Acres	—	—	—	12,605	12,605
Quanta facilities in IUCN Protected Areas I–VI[12]		—	—	—	—	0%

SOCIAL (PEOPLE)

	UNIT	2021	2022	2023	2024	2025
HEADCOUNT						
HEADCOUNT BY REGION[14]						
U.S.		36,845	40,069	50,606	57,149	68,769
Canada		5,264	4,936	4,147	3,828	3,584
Australia		812	1,535	1,078	1,074	1,341
Rest of the world, total		782	722	558	462	431
Approximate number of employees, total		**43,703**	**47,262**	**56,389**	**62,513**	**74,125**
DIVERSITY (U.S. ONLY)						
EMPLOYEE DIVERSITY[14]						
Female employees as share of total workforce		10%	10%	10%	11%	10%
Female employees in management and professional roles		14%	14%	14%	17%	17%
Overall employee ethnic diversity		32%	38%	37%	39%	41%
Ethnic diversity in management and professional roles		24%	29%	31%	29%	29%
DIVERSE PROCUREMENT						
Diverse vendor spend[15]	Million USD	$742	$1,117	$1,377	$1,735	$1,999
DIVERSE VENDORS						
Total unique diverse vendors used		—	1,935	1,992	2,221	1,699
Women-owned business		—	601	563	578	579
Veteran-owned business		—	133	128	127	163
Small disadvantaged business		—	326	324	424	353
8(a) small business		—	900	1,105	1,184	796
Minority-owned business		—	358	334	324	431
COMMUNITY						
Community impact spend	Million USD	—	$7.7	$9.6	$12.0	$17.0
SAFETY						
"Stuff That Kills You" (STKY) actual rate[16]		0.163	0.125	0.112	0.128	0.092
Total number of automated external defibrillators (AEDs) deployed to job sites		11,156	13,152	16,738	19,549	22,839
Total number of lives saved due to deployed automated external defibrillators (AEDs)		33	39	43	46	51
Total recordable incident rate (TRIR)		0.98	0.89	0.90	0.85	0.83
Consolidated lost time injury rate (LTIR)		0.26	0.24	0.23	0.20	0.18

SOCIAL (PEOPLE)

	UNIT	2021	2022	2023	2024	2025
TRAINING						
NORTHWEST LINEMAN COLLEGE[17]						
Veterans trained (campus career programs)		19%	16%	13%	13%	12%
Minority students trained (campus career programs)		31%	30%	34%	37%	34%
Female students trained (campus career programs)		1%	1%	1%	1%	0%
Total number of students trained, apprenticeship programs		5,072	5,828	6,552	5,199	8,372
Total number of students trained, career training programs		2,666	2,649	2,548	2,207	1,915
Total number of students trained (campus training programs)		**7,738**	**8,477**	**9,100**	**7,406**	**10,287**
QUANTA ADVANCED TRAINING CENTER[18]						
Total number of students trained		1,341	1,298	1,563	1,312	1,443
Total number of training days		19,658	24,293	26,137	24,100	25,541
STRONGHOLD UNIVERSITY[18]						
Total number of students trained		5,258	7,421	7,937	8,649	13,249
Total number of training days		6,573	5,566	9,327	9,213	12,502

GOVERNANCE (PRINCIPLES)

	2021	2022	2023	2024	2025
OPERATING COMPANY SUSTAINABILITY					
Average operating company sustainability metric score[19]	—	56.8	61.4	61.7	62.7

[1] Emergency restoration services generally includes, among other things, the repair of infrastructure damaged by extreme weather events, including hurricanes, severe storms, snowstorms, tornadoes, wildfires, and inclement weather.

[2] Data includes delivered projects only, including wind repower projects.

[3] Data includes delivered projects only.

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

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

[6] Purchased electricity and natural gas from facilities under operating leases

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

[8] This goal is applicable to Quanta North American operations only.

[9] Consumption of water at Quanta-owned and -leased facilities

[10] Water-stressed areas are defined as regions experiencing either "High" or "Extremely High" baseline water stress as classified by the World Resources Institute's Aqueduct Water Risk Atlas tool.

[11] Used engine oil for on-road vehicles, estimated

[12] Quanta-owned and -leased facilities as of December 31 of the reporting year

[13] Projects greater than 100 miles in length

[14] Representation data as of November 30 of each calendar year

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

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

[17] Includes training of both Quanta and non-Quanta-based employees

[18] Training of Quanta employees only

[19] Score is out of 100

Estimates & Assumptions

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

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

Materiality

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

REFERENCES

See "How Quanta Is Rising to the Craft Labor Challenge" on page 04.

"1.7%: Approximate annual growth rate of U.S. electricity demand since 2020": eia.gov/todayinenergy/detail.php?id=65264

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