

# GRI STANDARDS CONTENT INDEX

**W**e report against the Global Reporting Initiative (GRI) Standards, the most widely used framework for reporting environmental, social, and governance (ESG) issues. The report has been prepared with references to 2024, 2021, 2018, and 2016 GRI Standards (GRI 1: Foundation 2021).

DISCLOSURE	LOCATION
<b>GRI 2: GENERAL DISCLOSURES 2021</b>	
2-1 Organizational details	Quanta Services, Inc., a Delaware corporation  2023 Annual Report on Form 10-K   Cover Page
2-2 Entities included in the organization's sustainability reporting	2023 Annual Report on Form 10-K   Part IV, Item 15, Exhibits and Financial Statement Schedules, Exhibit 21.1, Subsidiaries
2-3 Reporting period, frequency, and contact point	Fiscal Year 2023; annual; Grant Forman, gforman@quantaservices.com
2-4 Restatements of information	Emergency Restoration Services Revenues were restated for 2019 to 2021 to include additional revenue.  Utility-scale wind and solar power constructed were restated for 2021 to 2022 to include additional installed capacity.  Utility-scale battery storage constructed was restated for 2022 to include additional installed capacity.  2019 to 2022 Scope 1 and Scope 2 emissions related to facility energy use were restated to align with the GHG Corporate Value Chain (Scope 3) Accounting and Reporting Standard's guidance for reporting emissions from leased assets under the financial control approach and updated emission factors.  "Stuff That Kills You" (STKY) actual rates were restated for 2019 to 2022 to align with updated definitions.
2-5 External assurance	Our Scope 1 and 2 greenhouse gas (GHG) emissions are verified by a third party, Apex Companies LLC, using the "ISO 14064-3: Greenhouse Gases   Part 3" specification standard.
2-6 Activities, value chain, and other business relationships	2023 Annual Report on Form 10-K   Part I, Item 1, Business
2-7 Employees	2023 Annual Report on Form 10-K   Part I, Item 1, Business
2-8 Workers who are not employees	2023 Annual Report on Form 10-K   Part I, Item 1, Business
2-9 Governance structure and composition	Board of Directors  Committees of the Board of Directors  Corporate Governance Guidelines  2024 Proxy Statement   Corporate Governance
2-10 Nomination and selection of the highest governance body	2024 Proxy Statement   Quanta Board of Directors
2-11 Chair of the highest governance body	Board of Directors  2024 Proxy Statement   Quanta Board of Directors

DISCLOSURE	LOCATION
<b>GRI 2: GENERAL DISCLOSURES 2021, CONTINUED</b>	
2-12 Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement   Corporate Governance   The Board's Role in Risk Oversight
2-13 Delegation of responsibility for managing impacts	Board of Directors   Governance and Nominating Committee   Charter  2024 Proxy Statement   Corporate Governance   Committees of the Board
2-14 Role of the highest governance body in sustainability reporting	Board of Directors   Governance and Nominating Committee   Charter  2024 Proxy Statement   Corporate Governance   Committees of the Board
2-15 Conflicts of interest	Code of Conduct  2024 Proxy Statement   Corporate Governance   Board Independence  2024 Proxy Statement   Certain Transactions   Review of Related Party Transactions
2-16 Communication of critical concerns	Board of Directors   Audit Committee   Charter  Code of Conduct  Corporate Governance Guidelines
2-17 Collective knowledge of the highest governance body	2024 Proxy Statement   Quanta Board of Directors
2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement   Corporate Governance   Board and Committee Evaluations
2-19 Remuneration policies	2024 Proxy Statement   Compensation Discussion & Analysis
2-20 Process to determine remuneration	2024 Proxy Statement   Compensation Discussion & Analysis
2-21 Annual total compensation ratio	2024 Proxy Statement   Executive Compensation   Chief Executive Officer Pay Ratio
2-22 Statement on sustainable development strategy	Forging the Future, p. 8  SDG Index, p. 122
2-23 Policy commitments	Code of Conduct
2-24 Embedding policy commitments	Code of Conduct
2-25 Processes to remediate negative impacts	Quanta does not report a process to remediate negative impacts.
2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct
2-27 Compliance with laws and regulations	Code of Conduct
2-28 Membership associations	American Clean Power Association  American Council on Renewable Energy  American Gas Association  Americans for a Clean Energy Grid  Edison Electric Institute  Greater Houston Partnership  National Electrical Contractors Association  Solar Energy Industries Association  U.S. Business Roundtable

DISCLOSURE	LOCATION
<b>GRI 2: GENERAL DISCLOSURES 2021, CONTINUED</b>	
2-29 Approach to stakeholder engagement	2024 Proxy Statement   Corporate Governance   Engagement and Communications with the Board
2-30 Collective bargaining agreements	2023 Annual Report on Form 10-K   Part I, Item 1, Business  2023 Annual Report on Form 10-K   Part II, Item 8, Financial Statements and Supplementary Data
<b>GRI 3: MATERIAL TOPICS 2021</b>	
3-1 Process to determine material topics	Materiality, p. 10
3-2 List of material topics	Materiality, p. 10
3-3 Management of material topics	Materiality, p. 10
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>	
201-1 Direct economic value generated and distributed	2023 Annual Report on Form 10-K   Part I, Item 1, Business
201-2 Financial implications and other risks and opportunities due to climate change	2023 Annual Report on Form 10-K   Part I, Item 1, Business  2023 Annual Report on Form 10-K   Part I, Item 1A, Risk Factors  2023 Annual Report on Form 10-K   Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations
201-3 Defined benefit plan obligations and other retirement plans	2023 Annual Report on Form 10-K   Part II, Item 8, Financial Statements and Supplementary Data
201-4 Financial assistance received from government	Quanta does not receive financial assistance from government.
<b>GRI 202: MARKET PRESENCE 2016</b>	
202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	Quanta does not report ratios of standard entry-level wage by gender compared to local minimum wage.
202-2 Proportion of senior management hired from the local community	Quanta does not report proportion of senior management hired from the local community.
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>	
203-1 Infrastructure investments and services supported	2023 Annual Report on Form 10-K   Part I, Item 1, Business
203-2 Significant indirect economic impacts	Forging the Future, p. 8  Big Challenges Call for Big Commitments, p. 16
<b>GRI 204: PROCUREMENT PRACTICES 2016</b>	
204-1 Proportion of spending on local suppliers	Quanta does not report proportion of spending on local suppliers.
<b>GRI 205: ANTI-CORRUPTION 2016</b>	
205-1 Operations assessed for risks related to corruption	Ethics & Integrity: Responsible Governance, p. 88
205-2 Communication and training about anti-corruption policies and procedures	Ethics & Integrity: Responsible Governance, p. 88
205-3 Confirmed incidents of corruption and actions taken	Quanta investigates all allegations of fraud and corruption, and any substantiated allegations result in appropriate discipline and remedial action.
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Quanta is not aware of any anti-competitive legal actions in which it has been identified as a participant in 2023.

DISCLOSURE	LOCATION
<b>GRI 207: TAX 2019</b>	
207-1 Approach to tax	2023 Annual Report on Form 10-K   Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations
207-2 Tax governance, control, and risk management	2024 Proxy Statement   Corporate Governance   The Board's Role in Risk Oversight
207-3 Stakeholder engagement and management of concerns related to tax	2024 Proxy Statement   Corporate Governance   Engagement and Communications with the Board
207-4 Country-by-country reporting	2023 Annual Report on Form 10-K   Part II, Item 7, Management's Discussion and Analysis of Financial Condition and Results of Operations
<b>GRI 301: MATERIALS 2016</b>	
301-1 Materials used by weight or volume	Because Quanta performs specialty contractor work for customers, we do not report materials used by weight or volume.
301-2 Recycled input materials used	Because Quanta performs specialty contractor work for customers, we do not report recycled input materials used.
301-3 Reclaimed products and their packaging materials	Because Quanta performs specialty contractor work for customers, we do not report reclaimed products and their packaging materials.
<b>GRI 302: ENERGY 2016</b>	
302-1 Energy consumption within the organization	Big Challenges Call for Big Commitments, p. 16  Sustainability Data Metrics, p. 102
302-2 Energy consumption outside of the organization	Quanta does not report on energy consumption outside of the organization.
302-3 Energy intensity	Big Challenges Call for Big Commitments, p. 16  Sustainability Data Metrics, p. 102
302-4 Reduction of energy consumption	Big Challenges Call for Big Commitments, p. 16  Sustainability Data Metrics, p. 102
302-5 Reductions in energy requirements of products and services	Big Challenges Call for Big Commitments, p. 16  Sustainability Data Metrics, p. 102
<b>GRI 303: WATER &amp; EFFLUENTS 2018</b>	
303-1 Interactions with water as a shared resource	Environmental & Circular Economy Management: Restoring & Protecting, p. 76
303-2 Management of water discharge-related impacts	Environmental & Circular Economy Management: Restoring & Protecting, p. 76
303-3 Water withdrawal	Environmental & Circular Economy Management: Restoring & Protecting, p. 76  Sustainability Data Metrics, p. 102
303-4 Water discharge	Quanta does not report water discharge.
303-5 Water consumption	Environmental & Circular Economy Management: Restoring & Protecting, p. 76  Sustainability Data Metrics, p. 102
<b>GRI 304: BIODIVERSITY 2016</b>	
304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Quanta does not report operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.
304-2 Significant impacts of activities, products, and services on biodiversity	Environmental & Circular Economy Management: Restoring & Protecting, p. 76  Sustainability Data Metrics, p. 102

DISCLOSURE	LOCATION
<b>GRI 304: BIODIVERSITY 2016, CONTINUED</b>	
304-3 Habitats protected or restored	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Quanta does quantify IUCN Red List species and national conservation list species with habitats in areas affected by operations.
<b>GRI 305: EMISSIONS 2016</b>	
305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
305-2 Energy indirect (Scope 2) GHG emissions	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
305-3 Other indirect (Scope 3) GHG emissions	Sustainability Data Metrics, p. 102
305-4 GHG emissions intensity	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
305-5 Reduction of GHG emissions	Big Challenges Call for Big Commitments, p. 16 Sustainability Data Metrics, p. 102
305-6 Emissions of ozone-depleting substances (ODS)	Quanta does not report emissions of ozone-depleting substances (ODS).
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Data Metrics, p. 102
<b>GRI 306: WASTE 2020</b>	
306-1 Waste generation and significant waste-related impacts	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
306-2 Management of significant waste-related impacts	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
306-3 Waste generated	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
306-4 Waste diverted from disposal	Quanta does not report waste diverted from disposal.
306-5 Waste directed to disposal	Environmental & Circular Economy Management: Restoring & Protecting, p. 76 Sustainability Data Metrics, p. 102
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>	
308-1 New suppliers that were screened using environmental criteria	Ethics & Integrity: Responsible Governance, p. 88
308-2 Negative environmental impacts in the supply chain and actions taken	Ethics & Integrity: Responsible Governance, p. 88
<b>GRI 401: EMPLOYMENT 2016</b>	
401-1 New employee hires and employee turnover	Quanta does not report on new employee hires and employee turnover.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Careers   Pay & Benefits
401-3 Parental leave	Quanta does not report parental leave data.
<b>GRI 402: LABOR &amp; MANAGEMENT RELATIONS 2016</b>	
402-1 Minimum notice periods regarding operational changes	Quanta does not report minimum notice periods regarding operational changes.

DISCLOSURE	LOCATION
<b>GRI 403: OCCUPATIONAL HEALTH &amp; SAFETY 2018</b>	
403-1 Occupational health and safety management system	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-2 Hazard identification, risk assessment, and incident investigation	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-3 Occupational health services	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-4 Worker participation, consultation, and communication on occupational health and safety	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-5 Worker training on occupational health and safety	<a href="#">2023 Annual Report on Form 10-K   Part I, Item 1, Business</a> Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-6 Promotion of worker health	<a href="#">2023 Annual Report on Form 10-K   Part I, Item 1, Business</a> Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108

DISCLOSURE	LOCATION
<b>GRI 403: OCCUPATIONAL HEALTH &amp; SAFETY 2018, CONTINUED</b>	
403-8 Workers covered by an occupational health and safety management system	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-9 Work-related injuries	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108
403-10 Work-related ill health	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Serving & Strengthening Our Communities & Employees, p. 62 Sustainability Data Metrics, p. 102 SASB Index, p. 108
<b>GRI 404: TRAINING &amp; EDUCATION 2016</b>	
404-1 Average hours of training per year per employee	Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102
404-2 Programs for upgrading employee skills and transition assistance programs	2023 Annual Report on Form 10-K   Part I, Item 1, Business
404-3 Percentage of employees receiving regular performance and career development reviews	Quanta does not report percentage of employees receiving regular performance and career development reviews.
<b>GRI 405: DIVERSITY &amp; EQUAL OPPORTUNITY 2016</b>	
405-1 Diversity of governance bodies and employees	Driving Organizational Impact: Diversity & Inclusion, p. 54 Ethics & Integrity: Responsible Governance, p. 88 Sustainability Data Metrics, p. 102
405-2 Ratio of basic salary and remuneration of women to men	Quanta does not report ratio of basic salary and remuneration of women to men.
<b>GRI 406: NON-DISCRIMINATION 2016</b>	
406-1 Incidents of discrimination and corrective actions taken	Quanta does not report incidents of discrimination and corrective actions taken.
<b>GRI 407: FREEDOM OF ASSOCIATION &amp; COLLECTIVE BARGAINING 2016</b>	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ethics & Integrity: Responsible Governance, p. 88
<b>GRI 408: CHILD LABOR 2016</b>	
408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics & Integrity: Responsible Governance, p. 88

DISCLOSURE	LOCATION
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics & Integrity: Responsible Governance, p. 88
<b>GRI 410: SECURITY PRACTICES 2016</b>	
410-1 Security personnel trained in human rights policies or procedures	Quanta does not have security personnel trained in human rights policies or procedures.
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>	
411-1 Incidents of violations involving rights of Indigenous peoples	Quanta is not aware of any incidents of violations involving rights of Indigenous peoples.
<b>GRI 413: LOCAL COMMUNITIES 2016</b>	
413-1 Operations with local community engagement, impact assessments, and development programs	Driving Organizational Impact: Diversity & Inclusion, p. 54 Serving & Strengthening Our Communities & Employees, p. 62
413-2 Operations with significant actual and potential negative impacts on local communities	Quanta is not aware of operations with significant actual and potential negative impacts on local communities.
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>	
414-1 New suppliers that were screened using social criteria	Driving Organizational Impact: Diversity & Inclusion, p. 54 Sustainability Data Metrics, p. 102
414-2 Negative social impacts in the supply chain and actions taken	Quanta is not aware of negative social impacts in the supply chain.
<b>GRI 415: PUBLIC POLICY 2016</b>	
415-1 Political contributions	Political Activity
<b>GRI 416: CUSTOMER HEALTH &amp; SAFETY 2016</b>	
416-1 Assessment of the health and safety impacts of product and service categories	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Protecting Our Employees: A Culture of Safety, p. 32 Elevating Safety & Productivity: Training & Education, p. 42 Sustainability Data Metrics, p. 102 SASB Index, p. 108
<b>GRI 417: MARKETING &amp; LABELING 2016</b>	
417-1 Requirements for product and service information and labeling	Quanta has no requirements for product and service information and labeling.
417-2 Incidents of non-compliance concerning product and service information and labeling	Quanta is not aware of any incidents of non-compliance concerning product and service information and labeling.
417-3 Incidents of non-compliance concerning marketing communications	Quanta is not aware of any incidents of non-compliance concerning marketing communications.
<b>GRI 418: CUSTOMER PRIVACY 2016</b>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Quanta is not aware of any substantiated complaints concerning breaches of customer privacy and losses of customer data.