QUANTA

CODE OF CONDUCT

LIVING

OUR VALUES



QUANTA INTEGRITY & COMPLIANCE





YOU HAVE THE

POWER

TO DO THE RIGHT THING

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MESSAGE FROM
EARL C. "DUKE" AUSTIN, JR.

Quanta is a leading infrastructure solutions provider dedicated to increasing the reliability, safety, efficiency, and connectivity of our customers' systems. We continue to evolve our business to capitalize on opportunities and in response to a dynamic marketplace, but our commitment to customers, employees, and shareholders remains the same.

We are committed to winning the right way. While innovation and responsiveness are key to winning in the marketplace, and we want our companies to take smart risks to win, we always operate with integrity. Our Code explains the conduct expected of each of us while we work.

We have always worked this way, and we always will.

Take the time to read our Code. Ask questions. Understand it. Follow it. Expect others to do the same and hold them accountable by speaking up when someone does not. Your engagement is the key to success for our company as a whole.

Sincerely,

Earl C. "Duke" Austin, Jr.
President & Chief Executive Officer



OUR MISSION

STATEMENT & VALUES[1]

Our values are not just words on a page. We live them daily.
Our mission is always, in every way, to continue getting better.

MISSION STATEMENT

People are at the core of everything we do.

Every decision we make is motivated by what will benefit our employees, our customers, our shareholders, and the communities where we live and work. Our success is driven by the best, most skilled and highly trained workforce in the industries we serve. We never take our success for granted, and so we must never take the people who work for Quanta or its Operating Companies for granted either.

Our focus is fixed on safety. The most important commitment we make is ensuring every person working at our companies returns home safely each evening. A safe work environment on every job also makes our customers stronger and more efficient. Our focus on safety continues to bolster ingrained, long-standing relationships with our customers. Our values are inspired by our people and are ingrained in our culture, and they motivate every action we take.

[1]All references to "Quanta" or "the Company" in our Code are references collectively to Quanta Services, Inc., its Operating Companies, subsidiaries, and affiliates. In addition, we expect our intermediaries, suppliers, contractors, contract labor, and other business partners to comply with the general principles of our Code when working on our behalf.

CORE VALUES

Our Core Values define how we work—they are the foundation of our Code of Conduct.

WE ARE EXCEPTIONAL PEOPLE.

OUR EMPLOYEES

We are a people industry. Our companies recruit, empower, and retain the best employees in the business. We celebrate DIVERSITY of backgrounds and ideas, and we TRUST employees to innovate with integrity. They are the heart of Quanta, so we EMPOWER them and seek ways to DEVELOP their future potential.

OUR CUSTOMERS

We honor our word and commitments. Our relationships with our customers have the advantage of local ATTENTION to detail, along with the international RESOURCES and power of the Quanta Services family.

OUR SHAREHOLDERS

We believe the geographic diversity, unique operating model, and entrepreneurial mindset of Quanta and its Operating Companies are the foundation that will allow us to continue to generate long-term value for all stakeholders.

OUR COMMUNITY

We are committed to the communities where we live and work, and we embrace a culture where each of us—and our company as a whole—can make a significant impact. We search out and create long-term partnerships with nonprofit organizations that are truly making a difference. We remain committed to responsibly using the resources we have to make the world around us better, and this commitment motivates every action we take.

WE ARE SAFETY ALWAYS.

Safety drives EVERYTHING we do. Quanta and its Operating Companies are committed to employees completing every work day safely and injury-free. This requires world-class training and safety initiatives. We push ourselves to think differently and to move beyond what the industry standard requires. Throughout the Quanta Companies, we hold ourselves to the Quanta standard, which mobilizes every resource to ensure the safety of our services.

WE ARE ENTREPRENEURIAL CULTURE.

The people at Quanta Companies are here because they are the best in the industry, and we trust them to continue to blaze the trail for future generations. In our unique operating model, we encourage ideas, innovation, and collaboration in order to elevate performance and shape the future.

WE ARE DIFFERENTIATING SOLUTIONS.

We are focused on operating our business for the long-term and will continue to distinguish ourselves through safe execution and best-in-class leadership. We self-perform much of our work, providing cost certainty, safety, and out-performance. We collaborate with our customers to provide them with innovative solutions. We strive for operational excellence and integrity by doing the right thing, the first time, every time, to ensure value and quality.





WINNING
THE RIGHT WAY

PURPOSE OF OUR CODE

Quanta's Code of Conduct explains the standards of behavior expected from all of us while we work. Our Code is built on our Core Values, which represent who we are and what we stand for. The Code embodies our commitment to working ethically with employees, customers, shareholders and communities.

HOW OUR CODE IS ORGANIZED

The Code is organized into four main sections, mirroring our stakeholders:

- **EMPLOYEES**
- **CUSTOMERS & SUPPLIERS**
- **SHAREHOLDERS**
- **COMMUNITIES**

Throughout the Code, you will see icons representing our four Core Values. These icons indicate how our Core Values are integrated into both our Code and the way we conduct business every day.





THE CODE APPLIES TO EVERYONE

The Code applies to all employees, officers, and directors of Quanta, its Operating Companies, and other subsidiaries and affiliates. In addition, we expect our intermediaries, suppliers, contractors, contract labor, and other business partners to comply with the general principles of our Code when working for Quanta.

We each play a role in upholding the principles of our Code. You are expected to read, understand, and follow the Code and the underlying policies and practices that are applicable to you. You are also expected to participate in any related training and certifications required by the Company.

The Code cannot describe all situations that you may encounter during your work. We rely on you to use your good judgment and common sense to do the right thing in accordance with our Code's principles.

If you are in doubt about the right course of action, ask yourself:

- **Is the action legal?**
- **Does it comply with our Core Values and our Code?**
- **How would I feel if I read about it in a newspaper?**

While each of us has a duty to abide by the Code, managers and supervisors have additional responsibilities. If you are a manager or a supervisor, you are expected to create and promote an ethical work environment for those who report to you. If you become aware of a violation of the Code, take appropriate and timely action, and escalate the issue if necessary. You must never take or allow any adverse action against someone for reporting concerns in good faith or for cooperating with an investigation every time, to ensure value and quality.

SPEAK UP

Each of us has the responsibility to speak up if we know or suspect that someone is violating the Code. Failing to report a violation of the Code could impact Quanta's reputation and cause financial harm.

There are many ways for you to report an issue or a concern:

- **Your direct supervisor**
- **Your Human Resources representative**
- **Your Operating Company leadership**
- **Quanta's Integrity & Compliance Team**

Quanta's Integrity & Compliance Team is a resource that you can turn to for guidance on the Code. The Chief Compliance Officer is responsible for the management of the Integrity & Compliance Team, and in coordination with other functional departments, the implementation of the Code. The Chief Compliance Officer communicates directly with Quanta's Board of Directors about actual and alleged violations of the law or the Code.

In addition to these resources, you may at any time make a report to our Ethics Helpline, which is managed by an independent third-party service provider. You may call the Ethics Helpline and speak with a third-party representative, or you can make a report via the internet at ***QuantaEthicsHelpline.com***. You can find your local Ethics Helpline contact information on the last page of the Code.

Our Ethics Helpline is available 24 hours a day, seven days a week, and in a variety of languages. You may report anonymously, where allowed by local law. All reports made to the Ethics Helpline are forwarded to Quanta's Integrity & Compliance Team for review and investigation. When you make a report to the Ethics Helpline, please provide as much information as possible. The more information you provide, the easier it will be for the Company to investigate and address your concern.

INVESTIGATION OF REPORTS

Quanta treats all reports of misconduct confidentially, to the extent practical and legally permissible. We will promptly investigate all reports and take necessary action. At some point you may be asked to participate in an investigation, and you have a responsibility to do so if asked.

NON-RETALIATION POLICY

We do not tolerate any form of retaliation against anyone who reports a violation of this Code in good faith or cooperates with an investigation. Making a report "in good faith" means you are providing all the information you know and believe to be true. We will never retaliate against anyone for raising a compliance question or concern, or for seeking advice about a specific business practice, decision, or action.

If you believe someone is retaliating against you for speaking up, please report it as you would a violation of the Code. You cannot lose your job or your benefits, or be demoted, suspended, threatened, harassed, or discriminated against because you raised a potential Code violation or issue in good faith.

VIOLATIONS OF OUR CODE

Quanta takes violations of our Code very seriously. Failure to comply with our Code can result in disciplinary action for the persons involved, up to and including employment termination. In some cases, misconduct may be referred to government authorities and the persons involved may be subject to criminal penalties.

Q: I am concerned about a situation that I observed. Should I report my concern even if I'm not sure that it violates our Code?

A: Yes. Seek guidance about situations that raise concerns for you. Your report will be taken seriously and investigated if necessary. Quanta will not tolerate any form of retaliation against you even if your good faith belief turns out to be mistaken. It is better to report a good faith belief than to ignore a possible violation of our Code or the law.



RESPECTING

OUR EMPLOYEES

The people who work for Quanta companies are our greatest asset.

WORKPLACE SAFETY

We are committed to the health and safety of all employees, customers, contractors, and communities in which we work. The safety programs of Quanta and its Operating Companies are expected to comply with all applicable Occupational Safety and Health Act ("OSHA") or similar state regulations and are intended to provide and maintain safe and healthful working conditions that help to prevent injuries and illnesses and minimize property losses.

No cost saving, time saving or competitive advantage is worth any injury of any kind. Every employee has the right to refuse to do work when an imminent danger exists.

Q: Miguel and John are maneuvering a backhoe through a worksite. Miguel almost gets into an accident because John gets distracted and fails to guide him properly. No one got hurt and Miguel doesn't want to get John in trouble. Does Miguel need to report this incident?

A: Yes. Although no one was injured in this situation, John's behavior could cause a severe injury in the future if it is not reported and corrected. To protect those who work with us and those who live in the communities where we work, Quanta expects each of us to report any incidents or near-misses.



DIVERSITY & INCLUSION, EQUAL OPPORTUNITY & DISCRIMINATION

We recognize that our continued success depends on our ability to leverage diversity and inclusion in our workforce. Our Diversity and Inclusion Commitment is to be intentional in creating a culture of inclusion and belonging, with the success of our customers, our people, and our communities at the center.

A significant part of honoring the Diversity and Inclusion Commitment we've made is compliance with both the letter and the spirit of the law everywhere we do business. Creating and sustaining a culture of the highest standards of ethical conduct is critical as we draw on the power of diversity and inclusion to expand our operational excellence, build a workforce of exceptional employees, and deliver stakeholder value.

The workforces of Quanta and its Operating Companies consist of employees of many nationalities and backgrounds who work together to achieve goals and provide excellent service. Quanta companies recruit, select, train, and pay our employees based on merit, experience, and other work-related criteria. We require compliance with all applicable equal employment, discrimination, and harassment laws and regulations.

We require compliance with fair employment practice worldwide and offer equal opportunities to all our employees. We prohibit discrimination in employment or employment-related decisions based on any differences protected by law (such as race, color, age, sex, national origin, disability, religion, veteran status, sexual orientation, or any other status protected by federal, state, or local law). We also require all employees to use these same standards when interacting with customers, contractors, suppliers, and other stakeholders.

For more information, refer to the Equal Employment Opportunity Policy and the Non-Discrimination, Anti-Harassment, and Prohibited Retaliation Policy.

For further diversity training materials and guidance, contact your local Human Resources representative.

RESPECTFUL WORKPLACE, HARASSMENT & BULLYING



We are all responsible for creating a culture of trust and respect. This means treating each other courteously and maintaining an inclusive work environment. Offensive or hostile working conditions created by discrimination or harassment will not be tolerated. We expect all employees to treat each other professionally, based on mutual respect, trust, and individual dignity. For more information, refer to the Non-Discrimination, Anti-Harassment, and Prohibited Retaliation Policy.

Q: Will's supervisor often makes distasteful jokes about Will's race in front of his coworkers. Will doesn't feel comfortable telling his supervisor that these jokes are offensive to him. What can Will do?

A: Will should speak with his next level supervisor or contact his local Human Resources representative. Quanta expects all its employees to treat each other with dignity and respect and does not tolerate any kind of discrimination or harassment in the workplace.

FREEDOM OF ASSOCIATION



We are committed to respecting your right to freedom of association, including:

- **The right to organize in accordance with national laws and practices.**
- **The right to collective bargaining through representatives of your own choosing.**
- **The right of chosen representatives to have reasonable access to you in order to represent you.**
- **The right to engage in concerted activity with other employees.**
- **The right to refrain from such activities.**

For additional information, refer to the Human Rights Policy or contact your local Human Resources representative.

DRUGS & ALCOHOL

Substance abuse threatens our safety by limiting our ability to think clearly and respond quickly. We are committed to maintaining a safe and productive work environment, free from the harmful effects of alcohol, controlled substances, and legal or illegal drugs.

You must never manufacture, process, sell, use, or be under the influence of alcohol, non-prescribed drugs, narcotics, or any other "controlled substance" as defined by applicable laws, while at work, except for the lawful use of legally obtained prescription drugs, to the extent such use does not impair job performance, or alcoholic beverages served and responsibly consumed in connection with a company event.

SOCIAL MEDIA

Quanta believes in open communication and we respect your right to participate in discussions and share information through social media platforms, including social networking sites, blogs, wikis, and other forms of online publishing or discussion. Quanta does not prohibit anyone from engaging in communications protected by applicable law. For example, no Company policy interferes with your employee rights under the National Labor Relations Act, including but not limited to your right to discuss the terms and conditions of your employment with others.

However, improper use of social media can interfere with work, compromise Quanta's confidential and proprietary information and jeopardize the Company's reputation. You may not make statements on behalf of Quanta without prior permission from the Company. You must never use social media to make false or disparaging comments about employees, customers, vendors, competitors, or any other Company stakeholders.

For more information, refer to the Social Media Policy.

Q: Our company has been rumored to win a significant project; however, no official announcement has been made to the public. Karla is currently doing some preliminary work for the client on this project. She often shares the company's accomplishments on her LinkedIn page. Can Karla post on LinkedIn about working on this project?

A: No. Information about this project is not yet public and Karla should not disclose any confidential company or business partner information on a social media site such as LinkedIn.

CONFLICTS OF INTEREST

As a Quanta employee, you are expected to always act in the best interests of the Company. A conflict of interest may arise when your personal relationships, investments, or participation in activities outside your work influence or appear to influence your business decisions for the Company. An actual or perceived conflict of interest may undermine your credibility, pose financial and reputational risk to Quanta, and jeopardize Quanta's ability to comply with relevant laws and regulations.

You should avoid conduct that raises or appears to raise a conflict of interest with Quanta, if possible. If you are aware of any situation that may create a conflict of interest for you, protect yourself from any suspicion of misconduct and disclose it to your supervisor, your local Human Resources representative, or Quanta's Integrity & Compliance Team.

Here are some common examples of situations in which conflicts of interest may occur. For more information on how to identify and manage conflicts of interest, contact Quanta's Integrity & Compliance Team.

FINANCIAL INTERESTS

You or a family member may own or have a financial interest in an organization other than Quanta. If such an organization does or seeks to do business with Quanta (including as a subcontractor or a supplier), or competes with Quanta, a conflict of interest may arise because you or your family member may benefit personally from this situation, to Quanta's detriment. Additionally, you or a family member may own, or have a financial interest in an entity that owns, real property or other facilities, leased by Quanta or its Operating Companies. To the extent that above-market rental rates or non-market lease terms apply, or if capital improvements to the property are funded by Quanta or its Operating Companies, a conflict of interest may arise if you or the property owner/landlord benefit at Quanta's expense.

If you are involved in such a transaction, notify your supervisor and remove yourself from the decision-making process for the transaction. Additional disclosure and approval may be required for certain employees, pursuant to Quanta's Related Party Transaction Policy.

PERSONAL RELATIONSHIPS AT WORK

Working with a family member can create a conflict of interest. To avoid real or perceived favoritism and ensure objectivity in such situations, these relationships should be disclosed.

Job duties and overtime assignments should always be based on objective criteria. Pay decisions and job performance evaluations should be handled fairly and

objectively. You should avoid directly supervising your family member if possible. Additional disclosure and independent review may be required for certain employees before hiring family members as employees, contractors, interns, or in any other capacity pursuant to Quanta's Related Party Transaction Policy.

In addition to working with family, other personal relationships in the workplace can adversely affect our coworkers and the work environment. While you are not prohibited from engaging in a romantic relationship with a coworker, you are expected to conduct yourself professionally while at work and work-related events. Any romantic relationship with a direct or indirect subordinate must be disclosed pursuant to Quanta's Relationships in the Workplace Policy.

OUTSIDE EMPLOYMENT

Outside employment can take many forms, including a part-time job, freelance or contract work, consulting work, or a paid speaking engagement. You must not participate in outside employment that interferes with your responsibilities at Quanta. For instance, outside employment is discouraged if it is performed using Company assets and time, or it otherwise impairs your ability to do your job at Quanta. Additionally, working for a customer, supplier, or competitor is considered a conflict of interest and must be disclosed.

BUSINESS OPPORTUNITIES

During the course of your work for Quanta, you may learn of business or investment opportunities which Quanta may be interested in pursuing. Such opportunities must be presented to the Company before you pursue them for your personal benefit or pass it on to someone else.

Q: Paul is a yard superintendent for a Quanta Operating Company. Can Paul's brother apply for a welder's position at the same yard?

A: Yes. However, Paul should disclose this relationship to the Operating Company and remove himself from the selection process. He should also ensure that he is not responsible for supervising his brother if he is hired. Even if Paul believes that he can be unbiased in this situation, he should avoid the perception of favoritism.

A **"FAMILY MEMBER"** includes a spouse, child, parent, sibling, step, or in-law of these types, as well as anyone residing in the same house (other than a tenant or employee).

IMMIGRATION & EMPLOYMENT LAWS

Our business involves the international movement of personnel to meet the needs of our customers. Quanta and its Operating Companies are committed to ensuring that the travel, transfer, employment, and residence of our employees comply with applicable immigration and employment laws. If you are working outside your country of citizenship, you are responsible for obtaining and maintaining proper work authorization, and to comply with employment taxation regulations for the country(ies) in which you are working. To protect yourself and Quanta, seek guidance from your local Human Resources representative or the Company's designated immigration and taxation service providers on how to comply with applicable immigration and employment taxation laws.





MANAGING OUR RELATIONSHIPS WITH CUSTOMERS & SUPPLIERS

We treat our customers and suppliers fairly, responsibly, and with respect.

RELATIONSHIPS WITH CUSTOMERS & SUPPLIERS

At Quanta, we are committed to dealing fairly and honestly with our customers and suppliers. We always provide accurate information about the Company, our products, and our services to our customers, suppliers, and shareholders. We engage in ethical sales and marketing practices. We never misrepresent our products or services, or the products or services of our competitors. We do not mislead or take unfair advantage of our customers or suppliers through misrepresentations, abuse of privileged information, or any other unethical or illegal practice. In addition, we do not solicit or offer favors or gifts in exchange for business.

A **"SUPPLIER"** is any third party providing goods or services to Quanta, including all vendors, sub-contractors, distributors, intermediaries, and agents.



ZERO TOLERANCE FOR CORRUPTION

Quanta is committed to winning business the right way. We never tolerate any form of corruption, and we comply with anti-corruption laws wherever we do business. You must never offer or give any bribe, kickback, or improper payment to anyone, public or private, and you must never seek or accept any such bribe, kickback or improper payment.

A bribe is an offer or gift of anything of value in order to improperly influence a decision or gain an unfair business advantage. Bribes may include money, expensive gifts, extravagant travel or entertainment, employment opportunities, political or charitable donations, etc. A kickback is money returned or paid as a reward for awarding or fostering business.

Employees are prohibited from making facilitating payments. A "facilitating payment" is a small payment, usually in cash, made to expedite routine government action such as processing permits or licenses, expediting utility services, or providing police protection. Such payments are prohibited under most anti-bribery laws. Any exception to this prohibition must be approved by Quanta's Chief Compliance Officer.

Q: Brian works in operations. During discussions with a customer's project manager about the renewal of the customer's contract with the company, the project manager mentions that his daughter is looking for a summer internship and asks Brian whether the company can hire his daughter as an intern. Can Brian offer the customer's daughter an internship?

A: Brian should be careful. Offering a job or an internship to a family member of the customer's employee during negotiations with the customer can create an appearance of bribery. Brian can, however, ask for the individual's qualifications and check with Human Resources about their eligibility for any current open positions at the company. If the customer is a government-owned or controlled organization, then Brian should seek advice from Quanta's Integrity & Compliance Team.

USE OF THIRD PARTIES

We must always be careful when engaging a third party to provide goods or services for us, to ensure that the third party is competent and will act ethically while performing work for us.

We must be especially careful when engaging a third party who will represent us or act on our behalf. In some cases, we may be legally responsible not only for our own actions but also for the actions of such third parties. We must not allow a third party to make or receive any improper payment on our behalf. We should always conduct appropriate due diligence before engaging third parties, and we must be particularly careful when engaging third parties to deal with governments or entities owned or controlled by governments. For further guidance, refer to Quanta's Anti-Corruption Compliance Policy.

Violations of applicable anti-corruption laws can have serious consequences for you and Quanta, including civil and criminal liability. If you have any questions or concerns about improper payments, you should report them to Quanta's Integrity & Compliance Team.

Engaging a third party who will represent us in front of a government agency or department, or a government-owned entity, may require due diligence under Quanta's Anti-Corruption Compliance Policy. Check with Quanta's Integrity & Compliance Team for more information.

Q: Leslie, who works in business development, has invited a customer to town to discuss renewing their contract with the company. The customer plans to bring their spouse and enjoy some sightseeing during the trip. Is Leslie allowed to cover the expenses incurred by the customer during this visit?

A: Leslie can pay for the reasonable expenses, such as the customer's airfare, hotel accommodation, and meals, that are directly related to the legitimate business purpose of the trip, (i.e., the renewal of the customer's contract with the company). Leslie should not pay for any expenses that are unrelated to the business purpose of the trip, such as plane tickets for family members or sightseeing activities. Paying for such expenses can create an appearance of bribery.



GIFTS & ENTERTAINMENT

At Quanta, we win business from customers and provide business to contractors and suppliers based on superior pricing, quality and service. In the course of conducting business for Quanta, you may exchange gifts or participate in entertainment and hospitality, where the purpose of doing so is to build goodwill between the Company and its potential and existing customers and business partners. However, you must be careful when giving or accepting such courtesies that they do not improperly influence, or appear to influence, your or the recipient's business judgment. Before offering or accepting a business gift or entertainment, ask yourself if you would feel comfortable if others knew about it.

Business courtesies exchanged between you and a third party must be reasonable and comply with local law, as well as Quanta's and the third party's policies. You may not offer or accept cash or cash equivalents. You may not offer or accept inappropriate gifts and entertainment through third parties or family members.

Strict rules apply when interacting with government officials or employees. Refer to Quanta's Anti-Corruption Compliance Policy for additional information.

Providing gifts or entertainment to government officials may require notifying Quanta's Integrity & Compliance Team. Refer to the Anti-Corruption Compliance Policy for more information.

Q: Robin works in IT. One of the IT Department's software vendors invites him to an all-expenses paid educational seminar. Can Robin accept the invitation?

A: Yes, as long as the seminar has a legitimate business purpose, the offer is not intended to improperly influence a business decision, and Robin's manager has approved his participation in the seminar.



FAIR COMPETITION & ANTI-TRUST LAWS

At Quanta, we are committed to providing our customers with quality services and products at fair prices. We compete vigorously, but we do it ethically and in compliance with anti-trust and competition laws. These laws ensure that all companies play by the same rules in the marketplace.

DEALING WITH COMPETITORS

Anti-trust laws generally prohibit price fixing, dividing territories, sharing information about contract terms and conditions, bid-rigging, and other activities that limit competition for business or harm customers. They also prohibit certain agreements with customers, suppliers, and other business partners that may illegally restrict competition. Anti-competitive agreements can be formal or informal—be careful about how your words or actions are perceived. In general:

- **Do not discuss topics with competitors that could affect pricing or marketing decisions, such as prices, sales terms, business plans, margins, costs, bids, production capacity, inventory levels, promotions, or discounts.**
- **Do not agree with competitors to fix prices, limit production or sales, or divide territories, customers, or suppliers.**
- **Do not agree with other companies to boycott certain suppliers or customers.**

JOINT VENTURES & TRADE ASSOCIATIONS

When participating in a joint proposal or a joint venture with a business partner, share only the information that is required to submit the bid or perform the project. Similarly, if you participate in a trade association, you may not discuss certain topics at association meetings and events, including prices, strategies, market allocation, and profits or margins. Stop any discussions or leave any meetings where competitors start discussing such topics.

Q: Lilian was contacted by another bidder to discuss the company's upcoming bid proposal for a project. The other bidder provides Lilian with an internal cost estimate for a similar project that the bidder just completed. What should Lilian do?

A: Lilian should politely but firmly refuse to share the company's confidential bid or proposal terms with the other bidder. She should also contact the Legal Department or Quanta's Integrity & Compliance Team for advice on what to do with the bidder's confidential information.

TRADE CONTROLS

Quanta provides products and services all over the world. We comply with all applicable laws and regulations that govern international trade, including import and export controls, trade and economic sanctions, and anti-boycott laws. Consequences for violating trade control laws and regulations are severe for the Company and the individuals involved, including the possible loss of trade privileges as well as civil and criminal penalties.

IMPORTS & EXPORTS

We must strictly comply with laws and regulations related to importing and exporting items and equipment. An "import" occurs when a product, service, software, technical information or technology is shipped into a country or territory. An "export" occurs when such an item is shipped out of a country or territory. Imports may require the payment of customs duties and taxes or the submission of certain filings. Similarly, exports may require specific licenses or permits prior to engaging in an export. Each country where we operate has its own unique laws and regulations concerning importing and exporting items and equipment.

SANCTIONS & BOYCOTTS

In some cases, Quanta may be prohibited by law from doing business in certain countries and regions or with certain individuals or entities. Each of us is responsible for ensuring that the Company complies with applicable trade sanctions and restrictions.

Additionally, we may not participate in an illegal boycott or trade restriction.



PROTECTING
OUR SHAREHOLDERS

We protect and enhance shareholder value by protecting our assets, systems, processes and data.

COMPANY ASSETS

Quanta's assets are resources that are vital to the performance of our work. Our assets include Company equipment, tools, vehicles, offices and yards, funds, documents, networks, systems and software, confidential information, sensitive information, and intellectual property. We each have a duty to take good care of Quanta's assets and use them appropriately. You may not use Quanta's assets for personal use without permission from the Company. Any abuse, theft, fraud, or other misuse of Company assets is a violation of the Code. If you know or suspect that someone is misusing Company assets, you have a responsibility to report it.

DATA PROTECTION

Quanta uses information technology, including hardware, software, and computer and network systems, in the course of its business. Quanta's information systems, and the data we store on these systems, are valuable Company assets. You have a duty to protect these Company assets and use them in a safe, legal, and ethical manner.

DATA SECURITY

You will only be granted access to those systems and networks that are relevant and necessary for the performance of your job. You may not share your access privileges or passwords with another employee or any other person. Quanta's confidential information must be encrypted if it is stored or transferred outside of the Company networks, such as on USB drives, hard drives, tapes, or third-party hosted platforms. Any third-party service provider that has remote or physical access to the Company's information or systems must be reviewed for compliance and security purposes prior to their engagement.

USE OF COMPANY TECHNOLOGY

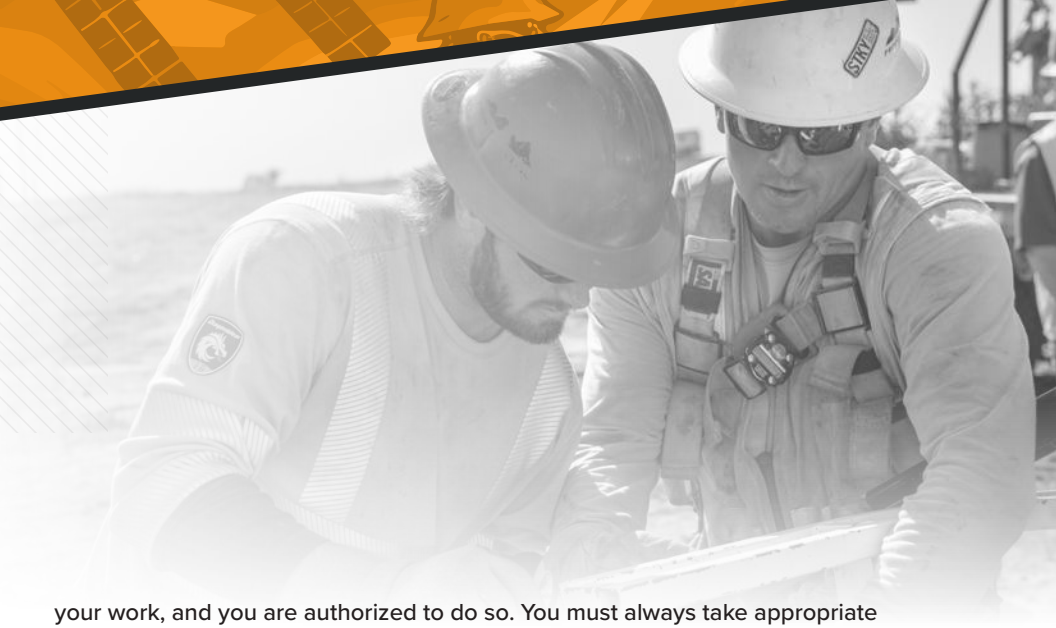
Quanta's systems and networks are intended for use in pursuing the Company's business purposes. All information that is created, stored, and transferred using these resources is Company property. Quanta may authorize individuals to monitor equipment, systems, and network traffic to ensure that Company systems have not been compromised or to see if there has been improper or inappropriate use of Company resources. You may not use Quanta's systems to access, download, or transmit illegal, offensive, explicit, or otherwise inappropriate materials. As permitted by applicable law, Quanta reserves the right to examine all information accessed or transmitted using Company resources, including but not limited to internet usage, emails, instant messages, and texts.

Limited personal use of Company systems is permitted as long as it does not interfere with your work. However, you must never circumvent Quanta's security controls. For instance, you may not disable approved anti-virus software from Company devices or install unauthorized software on Company systems, as this can undermine the security of those systems, violate Quanta's license agreements and copyright law, and jeopardize the Company's confidential information. For more information, refer to Quanta's Personnel Information Systems Usage Policy.

Quanta's Personnel Information Systems Usage Policy ("PISUP") governs how we should and should not use Company information systems in the performance of our work.

CONFIDENTIAL INFORMATION

In the course of your work, you may have access to Quanta's confidential, non-public information. This can include financial information, business or strategic plans, customer lists, terms or rates offered to customers, pricing, and technological innovations. You are expected to use such confidential information solely for Quanta's benefit and you may not disclose it to anyone outside the Company unless it is in the performance of



your work, and you are authorized to do so. You must always take appropriate security measures to protect Quanta's information from inadvertent or improper disclosure. Be careful not to discuss Quanta's information in public places, such as elevators, restaurants or airplanes, where you may be overheard by others.

If you are contacted by a member of the media or a stock analyst for confidential, non-public information about Quanta, refer them to Quanta's Marketing Department. Even within Quanta, you may only disclose this information to your coworkers on a need-to-know basis. Remember, your duty to respect Quanta's confidential information continues beyond your employment with Quanta.

Sometimes our customers, suppliers and business partners will provide us with their own confidential information, in furtherance of our business relationships with them. You must always respect and protect the confidential information of our customers, suppliers and business partners, and abide by any confidentiality obligations to which we have agreed.

Q: Emily developed a safety manual for a specific type of work done by Quanta. She has accepted a job offer at another company in the same industry. Can she take the safety manual with her to the new company?

A: No, the safety manual that Emily developed during the scope of her duties at Quanta is a valuable company asset that gives Quanta a competitive edge in the industry. Emily cannot disclose Quanta's confidential or proprietary information to anyone outside the company, even if she has ended her employment with Quanta.

INSIDER TRADING

Many countries, including the U.S., have enacted laws that prohibit trading in securities based on material non-public information. Trading securities of a company based on such information is considered insider trading and is illegal. Additionally, disclosing such information to others who may trade based on this information is considered tipping, and is also illegal. Violations of insider trading laws could result in criminal and civil liabilities for you personally.

Material non-public information may include:

- **Financial information such as earnings forecasts, dividends, or stock repurchases**
- **Winning or losing a significant customer or vendor**
- **Mergers, acquisitions, divestitures, or joint ventures**
- **Litigation or government investigations**
- **Changes in senior management**
- **Financial liquidity problems**

"Material non-public information" is information that is not publicly available and that could reasonably affect an individual's decision to buy or sell a security. This is also sometimes referred to as "inside information."

If you are aware of material non-public information about Quanta, you may not buy or sell Quanta's publicly traded stock until such information has been publicly disclosed. Similarly, you may not advise others, including your family members and friends, to buy or sell Quanta's publicly traded stock on the basis of material non-public information until this information has been publicly disclosed. For more information, refer to Quanta's Insider Trading Policy.

DATA PRIVACY

We respect the privacy of the personal information of our employees, customers, suppliers, and other business partners. We must always handle such information in compliance with applicable laws, contractual requirements, and our own policies. We may collect, use, store and transfer personal information only for legitimate business purposes.

All personal information must be appropriately secured and only shared with those who need access for business or legal reasons. Any disclosure of such information to a service provider or other third party must be properly authorized. In some cases, the third party's information security systems must be analyzed to ensure that the personal information we disclose will be adequately protected. Any potential compromise to the confidentiality or the security of personal information should be immediately reported to Quanta's Integrity & Compliance Team and Quanta's IT Security Team.

"Personal information" means information which can be attributed to a living natural person, including government-issued identification number, financial account information, health information, personal contact information (i.e., home address, phone number, or email address), biometric data, or any combination of information that allows an individual to be identified.

Refer to Quanta's Data Privacy and Protection Policy for additional information.

Q: Suresh works in Accounting. For the first month while his department is implementing a new payroll system, Suresh backs up all the payroll data onto a hard drive daily. Suresh keeps these back up hard drives in his truck. Is Suresh doing the right thing?

A: No, Suresh is not properly protecting employee personal information such as social security or bank account numbers that are included in payroll information. Suresh should make sure that these back up hard drives are physically secured to prevent theft or unauthorized access—keeping them in his truck is not adequate protection against these risks. Additionally, he should make sure the information on the back up hard drives is encrypted.

RECORD RETENTION

We maintain Company records, in paper and electronic form, for as long as required by law and as necessary for our business purposes. We each have a responsibility to categorize records properly and retain and discard them in compliance with applicable laws, as well as any Company policies and record retention schedules.

We must also follow any specific record-keeping requirements for documents in our possession that may be relevant for an audit, investigation, or litigation. We must not destroy or discard any records that are subject to an internal or government investigation, or other legal or administrative proceeding. If you receive a subpoena or a request from someone outside Quanta for a document or record, contact Quanta's Legal Department.

FINANCIAL REPORTING

Our shareholders rely on us to act honestly and with integrity when we report financial information about Quanta. It is crucial that our public financial disclosures are complete, accurate, and timely. The completeness and accuracy of these disclosures depends on each of us ensuring transactions are properly authorized, executed, and recorded in Quanta's accounting books and records.

It is also important that Quanta's financial transactions and disclosures are properly supported by verified electronic and written records, such as contracts and change orders, customer billings, time sheets, and payroll records and expenditure receipts.

We comply with generally accepted accounting principles in the United States, as well as our internal accounting policies and internal controls. Inaccurate or incomplete financial disclosures can damage Quanta's reputation and can have severe consequences for the Company and its shareholders. We each have a role to play in ensuring the accuracy of our financial reports. If you become aware of any inaccuracy, misrepresentation, or fraudulent statements in our financial records, you have a duty to report it to the Company.

Q: Marcela is a project manager. She just received information from the customer that could have a significant negative impact on project earnings. Her supervisor tells her not to tell anyone and not to change the financial forecast for the project. She is worried that her supervisor will be upset with her if she does not follow his request. What should Marcela do?

A: Marcela should try to explain her concern to her supervisor so that he understands the problem. If this does not work or if she is afraid to discuss the issue with her supervisor, she should report the matter using the guidance provided in the "Speak Up" section of this Code. Never delay reporting information that could have a significant impact on financial results to Quanta's management—whether it is positive or negative.





SUPPORTING OUR COMMUNITIES

We engage in our local communities in meaningful ways.

COMMUNITY INVOLVEMENT

At Quanta, we support the local communities where we live and work, and we encourage you to be involved in civic and charitable activities in your community. However, there are rules and guidelines we must follow when engaging in political and charitable activities on behalf of the Company.

CHARITABLE ACTIVITIES

Charitable work and contributions on behalf of the Company must avoid organizations that discriminate based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law.

When making charitable contributions on behalf of the Company, we must be careful about contributions or sponsorships requested by government officials or to organizations affiliated with government officials. In some cases, these types of contributions or sponsorships can result in violations of applicable anti-corruption laws. For more information, refer to Quanta's Anti-Corruption Compliance Policy or contact Quanta's Integrity & Compliance Team.

POLITICAL ACTIVITIES

Quanta recognizes your individual right to participate in the political and civic activities of your choice. However, you must never use Company funds or resources to promote your personal political views, causes, or candidates. Quanta is subject to strict laws and reporting requirements that govern political spending in the countries where we do business. Refer to Quanta's Political Activity Policy to ensure that you comply with our approval requirements and other procedures, as well as applicable laws.



GLOBAL HUMAN RIGHTS

We are committed to human rights in all the places where we do business. We do not tolerate the use of child, forced, indentured, or involuntary labor, regardless of location. We expect our suppliers and third parties to abide by international standards of human rights as well. We share the responsibility to respect human rights by protecting and enhancing the human dignity of everyone who works with us. This means we must all uphold any laws and regulations designed to protect human rights, while respecting cultural differences. For more information, refer to Quanta's Human Rights Policy.

Q: Pedro suspects that one of his subcontractors is using child labor on a company project. What should Pedro do?

A: Pedro should report his concerns to his supervisor or any of the resources mentioned in the "Speak Up" section of this Code. The supplier could be violating child labor or other laws. Quanta does not work with suppliers who engage in child or forced labor or any other form of illegal exploitation of people.

GLOBAL CITIZENSHIP

As a global company, we are subject to the laws of all countries in which we operate. We are committed to complying with all applicable government laws, rules, and regulations. Compliance with our Code reflects the minimum standards acceptable. We must always comply with local or more specific laws and regulations that require a higher standard of conduct. Additionally, many countries sometimes apply their laws to company operations and personnel outside their borders. In these cases, we may be subject to the laws and regulations of multiple countries. Always contact the Legal Department if you are not sure what laws apply to your situation.

ENVIRONMENT & SUSTAINABILITY



Quanta recognizes the importance of safeguarding the environment for future generations wherever it conducts business. Because we care about protecting the environment, employees should:

- **Commit to and promote environmental compliance.**
- **Report incidents in accordance with policies.**
- **Comply with local, state, provincial, and federal environmental regulations for work sites.**
- **Conduct business operations in a manner that demonstrates respect for and minimizes environmental impacts.**
- **Assist in finding efficient and effective solutions to environmental issues.**
- **Respond quickly and effectively to environmental incidents involving work sites and/or equipment.**

As our business grows, we are determined to expand while intentionally looking for ways to reduce our environmental impact. We intend to employ systems and procedures to minimize activities that pose a threat to the environment and ensure safe treatment and disposal of waste. We also will continuously review our programs and procedures to identify areas in which we can improve for the protection of the environment.

To fulfill our commitment to the environment, we will adhere to the principles in our Environmental Compliance Awareness Program ("ECAP"): Compliance, Prevention, Continuous Improvement, and Communication.

Contact Quanta's Safety Department for more information.

Q: Henry is a project engineer. It has been brought to his attention that there was a spill on the project site that could be hazardous to the environment. What should Henry do?

A: Henry should immediately notify his supervisor, the site manager, or the HSE manager to investigate the incident and comply with any applicable laws.



RESOURCES

FOR ASKING QUESTIONS OR REPORTING CONCERNS

YOUR SUPERVISOR

You should take your questions and concerns to your direct supervisor. If you do not feel comfortable discussing your concerns with your direct supervisor, you can discuss your questions and concerns with another supervisor with whom you are comfortable, or any of the following resources:

ANY MEMBER OF THE HUMAN RESOURCES DEPARTMENT

You may contact your Operating Company Human Resources representative or any member of Quanta's Human Resources Department.

THE CHIEF COMPLIANCE OFFICER

Phone: **+1 (713) 457-7675**
Email: **integrity@quantaservices.com**
Mail: **Quanta Services, Inc.**
Attn: Chief Compliance Officer
2727 North Loop West
Houston, Texas 77008

CHAIRMAN OF THE AUDIT COMMITTEE

Failure to comply with the company's accounting practices, internal accounting controls, or auditing practices could have severe consequences for Quanta and its shareholders. In addition to the resources listed above, if you have concerns with respect to these matters, you may also report your concerns to the Chairman of the Audit Committee.

Mail: **Quanta Services, Inc.**
Attention: Corporate Secretary
2727 North Loop West
Houston, Texas 77008

THE ETHICS HELPLINE

The Ethics Helpline is managed by an independent third party and is available to anyone ***24 hours 7 days a week,*** on an anonymous basis if desired.

TELEPHONE LINES

US/CANADA/PUERTO RICO: 1-866-7QUANTA

AUSTRALIA: 1-800-978-673

PHILIPPINES: 02-8395-3565

INDIA: 011-7181-7098

INTERNET SUBMISSION

QuantaEthicsHelpline.com

QUANTA INTEGRITY & COMPLIANCE





QUANTA INTEGRITY & COMPLIANCE

QUANTA CODE OF CONDUCT: LIVING OUR VALUES

WEB: *QUANTASERVICES.COM* **MAIN:** *713.629.7600*