



QUANTA

CUPERTINO
ELECTRIC INC.

SUPPLIER CODE OF CONDUCT: SHARING OUR VALUES





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MESSAGE FROM EARL C. “DUKE” AUSTIN, JR.



Quanta is the leading specialty infrastructure solutions provider for the utility, energy, and communications industries. Operating safely, sustainably and in an ethical and responsible manner is critical to our success.

Our suppliers play an important role in supporting our operations and upholding our commitments to our customers. Our Supplier Code of Conduct explains the principles and standards that apply to you when you are providing goods and services to Quanta. As a Quanta supplier, we expect you to share the principles described in this Code of Conduct and to apply similar standards with your own employees and across your supply chain.

By following this Code, you are upholding our mission and our core values and setting the groundwork for our joint success. We expect you to act ethically and abide by the commitments in this Code and by other policies that may apply to you as you interact with us or act on our behalf. We value our relationship with you and appreciate your efforts to fulfill these important responsibilities.

Sincerely,

A handwritten signature in black ink, appearing to read "Earl C. Austin, Jr.", with a stylized flourish at the end.

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





OUR MISSION STATEMENT & VALUES

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 our people for granted.

Our focus is fixed on safety. The most important commitment we make is ensuring every person in our employee family 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.



Core Values

Our Core Values define how we work, and we seek out business partners who share them as well. It is important that all members of our team embrace these values, as they are fundamental to how we do business.

WE ARE EXCEPTIONAL PEOPLE.

OUR EMPLOYEES We are a people industry. We recruit, empower, and retain the best employees in the business. We celebrate DIVERSITY of backgrounds and ideas, and we TRUST our 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 Quanta Services.

OUR SHAREHOLDERS We believe Quanta's geographic diversity, unique operating model and entrepreneurial mindset 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.

WE ARE SAFETY ALWAYS.

Safety drives EVERYTHING we do. We are committed to bringing our people home every night, which requires world class training and safety initiatives. We push ourselves to think differently and to move beyond what the industry standard requires. We hold ourselves to the Quanta standard, which mobilizes every resource to ensure the safety of our services.

WE ARE ENTREPRENEURIAL CULTURE.

Our people 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.





CONDUCTING BUSINESS, THE QUANTA WAY¹

Our Expectations

Quanta's Supplier Code of Conduct ("Code") applies to everyone who provides goods or services to or on behalf of Quanta (called "suppliers" in this Code). As a Quanta supplier, we expect you to follow the principles and requirements of the Code, and we expect you to ensure that all your employees and sub-suppliers that perform work for Quanta do the same.

Supplier Selection

We are committed to dealing fairly with all suppliers throughout our procurement process, from bid evaluation and negotiation to award decisions and purchasing administration. We select our suppliers based on objective criteria, such as technical, commercial, or other legitimate business reasons. We expect you to cooperate with our procurement processes, including responding to any due diligence requests.

We support diverse businesses and provide them with fair opportunities to bid and acquire contracts. We expect our suppliers to share this commitment to seek, use and develop a diverse supply chain while performing work for Quanta.

¹All references to "Quanta" or "the Company" in the Code are references collectively to Quanta, its Operating Companies and other subsidiaries and affiliates.



Speak Up

We believe our suppliers have the responsibility to speak up if they know or suspect that someone is violating this Code, our Code of Conduct for employees, or any of our policies. There are many ways for you to report an issue or a concern:

- Your Quanta Supply Chain Representative
- Quanta or Operating Company Leadership
- The Quanta Legal Compliance & Ethics Team
- Quanta's Ethics Helpline

Quanta's Ethics Helpline is available 24 hours a day, seven days a week, in a variety of languages. You can call the Ethics Helpline and speak with a third-party representative or make a report via the internet at www.QuantaEthicsHelpline.com.

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. We expect you to cooperate with any investigations. Quanta does not tolerate any form of retaliation against anyone who reports an issue in good faith or cooperates with an investigation. We also expect all our suppliers to investigate any concerns that are reported to them and to take corrective measures if necessary.

Violations of Our Code

We take violations of our Code very seriously. We encourage our suppliers to monitor their compliance with the Code's requirements. Quanta will monitor our suppliers' compliance with this Code through audits or site visits as we deem necessary, and we expect our suppliers to cooperate with related requests. If any non-compliance with this Code is detected, we expect you to take reasonable steps to address, remedy, and prevent reoccurrence of the non-compliant conduct. Failure to comply with this Code may result in the termination of the business relationship between you and Quanta.





CREATING A CULTURE OF TRUST AND RESPECT

We focus on people and safety.

Workplace Health and Safety

We are committed to the health and safety of all employees, customers, suppliers, and communities in which we work. We expect your safety program to comply with all applicable Occupational Safety and Health Act ("OSHA") or similar regulations, and 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.

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. We expect you to ensure that your employees 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 performing work for Quanta, except for the lawful use of legally obtained prescription drugs, to the extent such use does not impair job performance.

Environment and Sustainability

Quanta recognizes the importance of safeguarding the environment for future generations. We are committed to reducing our environmental impact and we actively seek suppliers that operate in an environmentally responsible manner. We expect our suppliers to commit to compliance with applicable environmental laws and Quanta standards, to minimizing the effect of operations on the environment and biodiversity, and to be responsible and efficient users of energy and natural resources. We also expect our suppliers to respond quickly and effectively to environmental incidents involving work sites and/or equipment, to assist us in finding efficient and effective solutions to environmental issues such as greenhouse gas emissions and pollution prevention and to ensure safe and appropriate management of waste.



Diversity, Inclusion, Equal Opportunity, and Discrimination

We recognize that our continued success depends on our ability to leverage diversity and inclusion in our supplier base. 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 and deliver stakeholder value.

We expect you to share our commitment to providing equal employment opportunity and creating an inclusive work environment that is free from discrimination. You must treat all members of your workforce fairly and in accordance with all applicable labor and employment laws.

We expect you to prohibit discrimination based on race, color, age, sex, national origin, disability, religion, veteran status, sexual orientation, or any other status protected by federal, state, or local law.

Respectful Workplace and Human Rights

Quanta will not tolerate any conduct by a supplier that is offensive, hostile, abusive, exploitative, or otherwise inconsistent with a respectful workplace. You must comply with all relevant immigration and employment laws, and you must not support or engage in forced or indentured labor, child labor, human trafficking, violence, or intimidation of any kind. We expect that you will compensate workers in compliance with any legal requirements for wage, working hours, overtime, and benefits. We expect you to respect the

rights of your workers to associate freely, bargain collectively, and to join or not join labor unions. Our commitment to respecting human rights is described in our Human Rights Policy, which is available on our website.

Social Media

You must not use social media in a way that may jeopardize Quanta's reputation. You must not make any statements on behalf of Quanta without prior permission from the Company's Communications department. You are also not permitted to use Quanta's name or logo, trademarks, or other intellectual property without the Company's express consent. You must never use social media to make false or defamatory comments about Quanta or its employees, customers, other suppliers, or any other Company stakeholders.

Conflicts of Interest

When working for Quanta, you must avoid engaging in any activity that would create an actual or apparent conflict of interest in the provision of products or services to Quanta, that may be detrimental to Quanta. A conflict of interest may arise when your personal or professional relationships influence or appear to influence your business decisions related to the work you do for Quanta.

A conflict of interest can arise if your company is partially or fully owned or controlled by a current Quanta employee or a close family member of a Quanta employee, or if you hire or employ a Quanta employee or a close family member of a Quanta employee, among other situations. 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, you must disclose it to Quanta.





ACTING WITH INTEGRITY

We conduct our business lawfully and ethically.

Quanta's Code of Conduct for Employees

All Quanta employees are required to comply with Quanta's Code of Conduct for employees, available on our website. Among other things, Quanta's employee Code has strict rules and expectations for our employees when they interact with Quanta's suppliers. You must never cause or take any action that would result in a Quanta employee violating the employee Code. When in doubt, ask your Quanta business contact.

Zero Tolerance for Corruption

Quanta is committed to conducting business the right way. We never tolerate any form of corruption, and we expect our suppliers to carry out their business honestly, ethically, and in compliance with relevant anti-bribery and anti-corruption laws. When working for or on behalf of Quanta, you must never offer, promise, or give a bribe, kickback, or improper payment to anyone, whether they are a government official, commercial actor, or private individual.

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



Exchanging Business Courtesies

While conducting business with Quanta, you may exchange business courtesies to build goodwill and positive working relationships at the Company. However, such exchanges must not be used to improperly influence a business decision or create a sense of obligation. Any business gifts or entertainment you give or offer to Quanta employees must be reasonable and comply with local law and the Quanta employee Code. Such courtesies must not be provided too frequently.

Relationships with Governmental Authorities

Quanta often interacts with regulatory and other governmental authorities that are responsible for laws, regulations, and policies that affect the Company. In your work with Quanta, you may encounter government officials or employees. You must act with integrity when interacting with such governmental authorities and ensure that you comply with all applicable legal requirements. You must not make representations on behalf of Quanta without prior approval from the Company. You shall also not provide any business courtesies to any government officials or make any donations or contributions to any political party or candidate or for any political initiative on Quanta's behalf without prior approval from the Company.

Imports, Exports, and Sanctions

Each country where Quanta operates has its own unique laws and regulations concerning importing and exporting items and equipment. If the services you provide to Quanta include the international transportation of items or equipment, we expect you to comply with these import and export laws and regulations. In some cases, Quanta may be prohibited by law from doing business in certain countries and regions or with certain individuals or entities. We expect you to comply with any such applicable trade sanctions and restriction in your work for Quanta.





PROTECTING OUR SHAREHOLDERS

We protect shareholder value by using our assets, systems, processes, and data responsibly.

Asset Management

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. In the course of your work for Quanta, you may be provided access to, or use of, Quanta's assets to perform your work for Quanta. We expect you to only use those assets for legitimate business purposes and protect them from misuse or theft.



Systems Access, Data Protection and Privacy

Quanta uses information technology, including hardware, software, and computer and network systems, in its business. Quanta's information systems, and the data we store on these systems, are valuable Company assets. While performing work for Quanta, you may be given access to our information systems. If so, you have a duty to maintain the security and integrity of these systems and to abide by all information protection and privacy laws that apply to your relationship with us. Unauthorized attempts to access data are considered a violation of the Company's security policy.

If you provide information systems services to Quanta, or you connect to Quanta's information systems, we expect you to have adequately designed cybersecurity processes to prevent unauthorized access to Quanta's systems. In such cases, Quanta has the right to screen your systems for compliance and security purposes prior to engagement. You must inform us if you suspect that any Quanta information to which you have been given access has been lost, stolen, or inappropriately disclosed.

All information that is created, stored, and transferred using Quanta's systems is Company property. Quanta may authorize individuals to monitor equipment, systems, and network traffic to ensure that our systems have not been compromised or to see if there has been improper or inappropriate use of our resources. You should not expect privacy when using our systems to access, download or transmit information.

We respect the privacy of the personal information of our employees, customers, and suppliers. If we have provided you with access to personal information, you must appropriately protect it. You must not share such information with third parties without Quanta's express approval. We expect you to comply with all applicable privacy and data protection laws and regulations in the places you do business. This includes any requirements related to the collection, processing, storage, transmission, or disclosure of personal information. We expect that you will promptly report to us any incident that may impact the confidentiality, integrity, or availability of any Quanta information in your possession or control, including unauthorized intrusions into systems storing our information. Quanta reserves the right to analyze your security system to ensure that any personal information we disclose to you will be adequately protected.

Confidential Information

In the course of your work for Quanta, you may have access to the Company'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 must protect the confidentiality of this information and you must not disclose it to anyone outside the Company unless the Company authorizes you to do so, or it is required by law.





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ELECTRIC INC.