

CALIFORNIA NOTICE OF COLLECTION

1. Scope

1.1. This California Notice of Collection is provided pursuant to the California Consumer Privacy Act. It applies to California residents who are employees of Quanta Services, Inc., its subsidiaries, and its affiliates (collectively, "Quanta" or the "Company"). All usages of "you", "yours", etc. are references to such California residents.

2. Categories of Data Collected, and Associated Purposes

2.1. Generally

2.1.1. Quanta collects and uses personal information concerning you in furtherance of your employment and our administrative and business operations, and to meet legal requirements. We collect information from and about you as relevant to those purposes. In some cases, we collect personal information about you from third parties, such as background check and driving record information providers, from third parties that you instruct or authorize to send information to us, and from publicly available sources.

2.2. More Specifically

2.2.1. The categories of personal information we may collect and process (but only to the extent and in a manner that is consistent with applicable law), and associated purposes, are as follows:

2.2.1.1. *Personal identifiers and personal details.* Quanta collects personal identifiers (such as your contact information, Social Security number, driver's license number, or passport number) and relevant personal details (such as your date of birth). In some instances, we may also create a personal identifier for you, such as an employee number. We use this information to process payroll, maintain employment records, report and pay taxes and other withholdings and garnishments, manage benefits, facilitate business travel, interact with unions (if applicable), carry out performance reviews and evaluations, perform risk management activities (including background checks), implement and track safety efforts, respond to workers compensation claims, comply with Quanta's legal and contractual obligations, and otherwise as part of typical employment-related activities.

2.2.1.2. *Online identifiers.* Quanta may collect your IP address and other online identifiers *when you use Quanta devices, systems, websites, and other tools and services.* We use this information for *identity verification and authentication, security, fraud detection and prevention, device and network management, and otherwise as part of typical employment-related activities.*

2.2.1.3. *Financial information.* Quanta may collect financial information (such as your bank account number) to make payroll and other payments to you.

2.2.1.4. *Compensation, benefits, withholdings, and garnishment information.*

Quanta may collect and create information associated with your benefits (including beneficiaries), withholdings, garnishments, compensation, vacation and time/off balances, and similar information. We use this information to process payroll, report and pay taxes and other withholdings and garnishments, manage benefits, interact with unions (if applicable), and otherwise as part of typical employment-related activities.

- 2.2.1.5. Work performance information. Quanta may collect and create information associated with your work performance (such as your timecards, performance appraisals, feedback, safety records, driving and Department of Transportation records, drug test records, and disciplinary actions) to carry out performance reviews and evaluations, develop and monitor training, perform risk management activities, implement and track safety efforts, comply with Quanta's legal and contractual obligations, and otherwise as part of typical employment-related activities.*
- 2.2.1.6. Protected class information. Quanta may collect protected class information as defined by applicable law (such as race, gender, copies of citizenship and right to work information, and veteran status) to report to unions and other regulators and to measure Quanta's performance against diversity goals.*
- 2.2.1.7. Physical characteristics. Quanta may collect information about your characteristics (e.g., height and weight) for safety-related purposes.*
- 2.2.1.8. Biometric information. Quanta may collect and use your biometric information (such as your fingerprints) for the purpose of controlling access to Quanta computer systems, computing devices, and physical Quanta or job-site locations. Biometric information may be used for identity verification and authentication, security, and fraud detection and prevention.*
- 2.2.1.9. Geo-location information. Quanta may automatically monitor your location information electronically when you are working on-site or are in a vehicle owned or leased by Quanta. For example, Quanta may track badge access to its facilities and worker locations when they are on duty. We collect this information for safety and security purposes, and otherwise for typical workplace and facilities monitoring.*
- 2.2.1.10. Claims and medical reports information. Quanta may collect and create information associated with claims (such as workers compensation claims and unemployment claims), including related medical reports. We collect this information to process and respond to such claims, administer the workers compensation program, perform risk management activities, implement and track safety efforts, develop training, provide required information to unions (if applicable), and comply with our legal and contractual obligations.*
- 2.2.1.11. Health information. Quanta may receive health-related information when you are involved in an accident or when you provide it to us (such as when you request sick leave). Quanta uses health-related information to implement and track safety efforts, for staffing purposes, and otherwise as part of typical employment-related activities. Note that any health information generated in*

connection with our benefit plan is maintained separately and is subject to policies and procedures designed to comply with the federal Health Insurance Portability and Accountability Act.

2.2.1.12. Professional, employment, and education information. Quanta may maintain personal information that you submitted in connection with a job application. Such information includes professional and employment-related information (such as title, resume/CV, compensation and performance review information, and background check results) and education information (such as academic transcripts and confirmations of attendance at an educational institution). We may use this information to assess your qualifications for certain jobs and positions, develop or recommend training programs, provide required information to unions (if applicable), comply with legal and contractual obligations, and otherwise as part of typical employment-related activities.

2.2.1.13. Audio and visual information. Quanta may monitor and collect activity and communications made through Quanta devices and communications systems (such as our telephone and email systems) and monitor and record video taken by security cameras. We use such information for training, quality assurance, information and system security, fraud and other potential criminal activity detection and prevention, and for protecting the safety and rights of Quanta, you, and others.

2.2.1.14. Internet or other electronic network activity information. Quanta may monitor and collect Internet and other network activity information (such as Internet, application, and file use) of Quanta computer systems and computing devices. We collect this information for identity verification and authentication, information and system security, fraud and other potential criminal activity detection and prevention, performance monitoring, and as part of typical employment-related activities.

2.2.1.15. Signature Data. Quanta collects your signature and related authentication details in connection with any documents you electronically or physically sign and provide to Quanta. This information may be used to maintain the integrity of our processes, enforce rights, prevent fraud, and validate your identity.