Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- ☐ a multiemployer plan
- ☒ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- ☐ a single-employer plan
- ☐ a DFE (specify) _____

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ ☐

D Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
QUANTA SERVICES, INC. 401(K) SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1999

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
QUANTA SERVICES INC.

2727 NORTH LOOP WEST
HOUSTON, TX 77008

2b Employer Identification Number (EIN)
74-2851603

2c Plan Sponsor's telephone number
713-629-7600

2d Business code (see instructions)
238210

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2026	JEFF ESPLIN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	54016
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	45713
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	44992
b	Retired or separated participants receiving benefits	**6b**	86
c	Other retired or separated participants entitled to future benefits	**6c**	9990
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	55068
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	72
f	Total. Add lines **6d** and **6e**.	**6f**	55140
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	30597
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	36390
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

2E 2F 2G 2J 2K 2T 3H 2U 3D

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) [X] **R** (Retirement Plan Information)
- (2) [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) [ ] **DCG** (Individual Plan Information) – Number Attached _____
- (5) [X] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) [X] **H** (Financial Information)
- (2) [ ] **I** (Financial Information – Small Plan)
- (3) [ ] **A** (Insurance Information) – Number Attached 0
- (4) [X] **C** (Service Provider Information)
- (5) [X] **D** (DFE/Participating Plan Information)
- (6) [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan	**B** Three-digit plan number (PN) ▶	
QUANTA SERVICES, INC. 401(K) SAVINGS PLAN		001
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
QUANTA SERVICES INC.	74-2851603	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	1323413	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISERS LLC

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	1155790	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PUTNAM STABLE VALUE ONE POST OFFICE SQUARE BOSTON, MA 02109	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

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(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
QUANTA SERVICES, INC. 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
QUANTA SERVICES INC.

D Employer Identification Number (EIN)
74-2851603

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: MIP CL 1

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
04-3022712-024	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM STABLE VALUE

b Name of sponsor of entity listed in (a): PUTNAM FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
04-3159710-202	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2025 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
20-4659714-090	C	64457334

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2050 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
20-4659714-095	C	212233859

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2060 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
20-4659714-147	C	116239107

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2015 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
20-4659714-088	C	4070857

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2030 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
20-4659714-091	C	180133231

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2065 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN 20-4659714-168	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 73811191

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2055 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN 20-4659714-113	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 144180709

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2020 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN 20-4659714-089	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 50087978

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2010 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN 20-4659714-087	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 12778946

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2035 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN 20-4659714-092	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 142897455

a Name of MTIA, CCT, PSA, or 103-12 IE: MIP II CL 2

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN 04-3022712-025	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 43615901

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2040 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN 20-4659714-093	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 229213386

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2045 S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN 20-4659714-094	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 145755578

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLD RET S

b Name of sponsor of entity listed in (a): FIAM TRUST COMPANY

c EIN-PN 20-4659714-085	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4854253

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
QUANTA SERVICES, INC. 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
QUANTA SERVICES INC.

D Employer Identification Number (EIN)
74-2851603

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	9072760	12258638
(2) Participant contributions	1b(2)	3406954	5476683
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	34240083	34891825
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	48021042	58843312
(9) Value of interest in common/collective trusts	1c(9)	1076347218	1424329785
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1029838277	1242601120
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
1e Buildings and other property used in plan operation	1e	0	0
1f Total assets (add all amounts in lines 1a through 1e)	1f	2200926334	2778401363
Liabilities			
1g Benefit claims payable	1g	0	0
1h Operating payables	1h	0	0
1i Acquisition indebtedness	1i	0	0
1j Other liabilities	1j	0	0
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	2200926334	2778401363

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	121997723	
(B) Participants	2a(1)(B)	233376421	
(C) Others (including rollovers)	2a(1)(C)	109759977	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		465134121
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	1676052	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	4010712	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		5686764
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	51703484	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		51703484
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		226103301
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		118623219
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		867250889
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	287057989	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		287057989
f Corrective distributions (see instructions)	2f		6081
g Certain deemed distributions of participant loans (see instructions)	2g		232587
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	1200	
(3) Recordkeeping fees	2i(3)	1322213	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	1155790	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2479203
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		289775860
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		577475029
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: WEINSTEIN SPIRA & COMPANY **(2)** EIN: 74-2181616

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**	X		3888218
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		50000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**	X		961
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
QUANTA SERVICES, INC. 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
QUANTA SERVICES INC.

D Employer Identification Number (EIN)
74-2851603

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | **1** |

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | **3** |

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) ..... | **6a** |

b Enter the amount contributed by the employer to the plan for this plan year ..... | **6b** |

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) ..... | **6c** |

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☐ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A .

SCHEDULE MEP (Form 5500)	MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and Section 6058(a) of the Internal Revenue Code (the Code) ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan QUANTA SERVICES, INC. 401(K) SAVINGS PLAN	**B** Three-digit Plan number (PN)..... ▶ 001
C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF QUANTA SERVICES INC.	**D** Administrator's EIN 74-2851603

Part I Type of Multiple-Employer Pension Plan. All multiple-employer pension plans must complete.

1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).

- **a** [X] association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)
- **b** [ ] professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)
- **c** [ ] pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)
- **d** [ ] other multiple-employer pension plan (Describe)_____ (Complete Part II)

Part II Participating Employer Information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. **Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).**

2a Name of Participating Employer	**2b** EIN	**2c** Percentage of Total Contributions for the Plan Year	**2d** Aggregate Account Balances Attributable to Participating Employer
QUANTA SERVICES INC.	74-2851603	99.54	2694785995
2a Name of Participating Employer	**2b** EIN	**2c** Percentage of Total Contributions for the Plan Year	**2d** Aggregate Account Balances Attributable to Participating Employer
VECTOR FORCE	82-1789815	0.46	6842542

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

2e	Does the plan include any individuals not participating through an employer or who are individual working owners?	**2e**	[ ] Yes [X] No
2f	If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.	**2f**	
2g	If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.	**2g**	

Part II Participating Employer Information (Continued).

Use this page for additional participating employer information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan**.**

Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).

2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
NOVA SHIMMICK	80-0815825	0.0	194193
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
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2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer “Yes” to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

Part III Pooled Employer Plan Information

Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

3a Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44) ☐ Yes ☐ No

3b If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)

ACK ID _____

Quanta Services, Inc. 401(k) Savings Plan

Financial Statements and Supplemental Schedules

December 31, 2025 and 2024

(With Independent Auditor's Report Thereon)

WEINSTEIN SPIRA

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All other supplemental schedules listed by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

WEINSTEIN SPIRA

certified public accountants
& business advisors

Independent Auditor's Report

October 12, 2026

The Plan Committee
Quanta Services, Inc. 401(k) Savings Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of the Quanta Services, Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- The information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan’s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions and maintaining sufficient records with respect to each of the participants to determine the benefits due or which may become due to such participants.

Auditor’s Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with auditing standards generally accepted in the United States of America, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2025, and the supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements, but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Weinstein Spira & Company P.C.

WEINSTEIN SPIRA & COMPANY, P.C.
Houston, Texas

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2025 and 2024

	2025	2024
Assets:		
Investments, at fair value	$ 2,701,822,730	$ 2,140,425,578
Receivables:		
Notes receivable from participants	58,843,312	48,021,042
Employer contributions	12,258,638	9,072,760
Participant contributions	5,476,683	3,406,954
	76,578,633	60,500,756
Net assets available for benefits	$ 2,778,401,363	$ 2,200,926,334

See independent auditor's report and accompanying notes to financial statements.

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years Ended December 31, 2025 and 2024

	2025	2024
Investment income:		
Interest, dividends and other	$ 54,461,405	$ 32,134,664
Net appreciation in fair value of investments	343,644,651	223,413,937
Total investment income	398,106,056	255,548,601
Interest income on notes receivable from participants	4,010,712	3,004,931
Contributions:		
Participant	233,376,421	185,101,672
Employer, net of forfeitures	121,997,723	96,151,418
Rollover	109,759,977	135,280,742
Total contributions	465,134,121	416,533,832
Benefit payments	(287,296,657)	(264,589,778)
Administrative expenses	(2,479,203)	(1,869,901)
Net increase prior to transfer	577,475,029	408,627,685
Transfers into the Plan from affiliated plans	-	13,946,142
Net increase	577,475,029	422,573,827
Net assets available for benefits, beginning of year	2,200,926,334	1,778,352,507
Net assets available for benefits, end of year	$ 2,778,401,363	$ 2,200,926,334

See independent auditor's report and accompanying notes to financial statements.

Note 1 - Description of the Plan

The following description of the Quanta Services, Inc. 401(k) Savings Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan document for a more complete description of the Plan's provisions.

(a) General

The Plan is a defined contribution plan established by Quanta Services, Inc. (the plan administrator) and adopting affiliates (collectively the Company) on January 1, 1999. The Plan was established under the provisions of Section 401(a) of the Internal Revenue Code of 1986, as amended (IRC), which includes a qualified deferred arrangement, as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The plan administrator established an administrative committee (the Plan Committee). The Plan Committee is responsible for the general administration of the Plan. The Plan Committee is given all powers necessary to enable it to carry out its duties including, but not limited to, the power to interpret the Plan.

(b) Transfers Into the Plan from Affiliated Plans

The Company acquired Pennsylvania Transformer Technology, Inc. (PTT) on October 31, 2023. Employees of PTT continued to participate in the Pennsylvania Transformer Technology, Inc. 401(k) Retirement Plan (the PTT Plan) until the PTT Plan merged into the Plan effective September 16, 2024. Approximately $12,112,000 of assets were transferred into the Plan during September 2024. Additionally, there were transfers into the Plan representing residual transfers from the plans of other acquired companies.

(c) Trustee and Recordkeeper

Fidelity Management Trust Company (Fidelity) serves as trustee to hold, manage, invest, and ultimately distribute the assets of the Plan to participants. Fidelity Workplace Services, LLC serves as the recordkeeper.

(d) Eligibility

Eligible employees, as defined in the plan document, may enter the Plan on the later of their date of hire or attainment of age 18.

(e) Contributions

Participants may contribute an amount from 1% to 75% of eligible compensation as defined in the plan document, subject to certain limitations under the IRC ($23,500 for 2025 and $23,000 for 2024). Eligible employees who have attained age fifty (50) before the end of the plan year are eligible to make catch-up contributions subject to certain limitations under the IRC ($7,500 for 2025 and 2024).

Participants may also contribute amounts representing distributions from former employers' qualified retirement plans and certain other qualified sources as defined in the plan document.

The Company makes safe harbor matching contributions to eligible participants in an amount equal to 100% of the first 3% of eligible compensation contributed to the Plan and 50% of the next 3% of the participant's eligible compensation contributed to the Plan. The Plan provides for an annual true-up matching contribution for eligible participants. For the years ended December 31, 2025 and 2024, the Company made year-end true-up contributions of approximately $9,226,000 and $7,402,000, respectively.

The Company may elect to make contributions on behalf of employees who perform services covered by the Davis-Bacon Act, as amended, irrespective to any age or service requirements. The Company is required to meet the required benefit levels under the applicable prevailing wage laws and takes this into consideration when determining what portion of the prevailing wages will be contributed to the Plan. For the years ended December 31, 2025 and 2024, the Company made prevailing wage contributions to the Plan of approximately $864,000 and $724,000, respectively.

Participants may elect to have their contributions and the Company's contributions allocated to one or more investment options offered by the Plan. Participants may transfer all or a portion of their account balance among any of the investment options daily, subject to each respective fund's transfer restrictions. In the event investment instructions are not received from the participant, the investment of contributions is allocated to the default investment option, which are the Fidelity Freedom Funds designated based upon the year the participant would attain age 65.

(f) Participant Accounts

Each participant's account is credited with the participant's contributions, the Company's contributions, and the participant's share of earnings, losses, and any appreciation or depreciation of the funds invested, net of administrative expenses, as applicable. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.

(g) Notes Receivable from Participants

Participants may borrow from their account a minimum of $1,000 up to a maximum equal to the lesser of (a) $50,000 minus the largest outstanding loan balance in the last 12 months; or (b) 50% of their vested account balance. The loans are secured by the vested balance of the participant's account. A participant may not have more than one loan outstanding at any one time unless it is a grandfathered second loan from an acquired company. Interest rates are established by the Plan Committee. Notes must be repaid within five years unless used to acquire a principal residence. With the exception of grandfathered loans that were transferred to the Plan from an acquired company which may have different repayment periods, loans used to acquire a principal residence must be repaid within 15 years. Generally, principal and interest are repaid through after-tax payroll deductions. Interest rates for outstanding notes ranged from 4.25% to 9.50% at December 31, 2025 and 2024.

(h) Vesting and Forfeitures

Participants are always 100% vested in their contributions plus actual earnings thereon. With the exception of certain grandfathered employer contributions and earnings thereon as further described in the plan document, participants are always 100% vested in the Company's safe harbor matching contributions and the Company’s prevailing wage contributions, plus actual earnings thereon.

Forfeitures may be used to pay administrative expenses of the Plan or to reduce future employer contributions to the Plan. At December 31, 2025 and 2024, the forfeiture balance was approximately $169,000 and $386,000, respectively. For the year ended December 31, 2025, approximately $385,000 was used to reduce Company contributions and no forfeitures were utilized to pay for administrative expenses. For the year ended December 31, 2024, approximately $394,000 was used to reduce Company contributions and no forfeitures were utilized to pay for administrative expenses.

(i) Benefit Payments

Unless otherwise stated in the plan document, an active participant may withdraw some or all of his or her account for reasons of financial hardship, upon the age of 59½ and for other permitted reasons. Upon retirement, termination of employment, death or permanent disability, participants or their beneficiaries may receive a lump sum withdrawal equal to the vested value of their accounts. Participant account balances below specified thresholds may be distributed automatically or rolled over into an individual retirement account in accordance with the Plan’s provisions. Upon withdrawal from the Plan, participants may be subject to federal income tax on contributions and income earned.

(j) Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, at the Company's discretion. Expenses that are paid directly by the Company are excluded from these financial statements. Investment related expenses are included in net appreciation or depreciation in fair value of investments. Transactional fees for withdrawals and loans are charged directly to the participant's account and are included in administrative expenses.

Note 2 - Summary of Significant Accounting Policies

(a) Basis of Accounting

The financial statements of the Plan are presented on an accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

(b) Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

(c) Investment Valuation

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

(d) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest is recorded on the accrual basis. In general, notes receivable from participants are considered in default in the quarter following the quarter in which no payment is made. Defaulted loans are treated as distributions based upon the terms of the plan document when a distributable event has occurred.

(e) Investment Income Recognition

Realized gains or losses on the sale of investments and unrealized appreciation or depreciation in the market value of investments held at the end of the year are shown as net appreciation or depreciation in fair value of investments in the statements of changes in net assets available for benefits. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Purchases and sales of investments are recorded on a trade-date basis.

(f) Contributions

Contributions from participants and matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation. Employer prevailing wage contributions are recorded in the period in which the related covered services are performed.

(g) Benefit Payments

Benefits are recorded when paid.

(h) Subsequent Events

The plan administrator evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through October 12, 2026, which is the date the financial statements were available to be issued. See also Note 10.

Note 3 - Fair Value Measurements

GAAP provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used should maximize the use of observable inputs and minimize the use of unobservable inputs.

The following are descriptions of the Plan's valuation methodologies for assets measured at fair value. There were no changes in the methodologies used at December 31, 2025 and 2024.

(a) Money Market Fund and Mutual Funds

Valued at the daily closing price as reported by the fund, the money market fund and mutual funds held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The money market fund and mutual funds held by the Plan are deemed to be actively traded.

(b) Common/Collective Trust Funds

The common/collective trust funds are valued at their NAV as determined by the issuer. The fair value of the fund is calculated on a daily basis by the issuer utilizing quoted market prices, the most recent bid prices in the principal market in which the securities are normally traded, pricing services and dealer quotes, as applicable, for the underlying funds. The NAV is used as a practical expedient to estimate fair value. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

The method described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan's valuation method is appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of the funds could result in a different estimate of fair value at the reporting date.

The following tables set forth, by level, a summary of the Plan's investments measured at fair value:

	December 31, 2025			
	Total	(Level 1)	(Level 2)	(Level 3)
Money market fund	$ 34,891,825	$ 34,891,825	$ -	$ -
Mutual funds	1,242,601,120	1,242,601,120	-	-
Total investments in the fair value hierarchy	1,277,492,945	$ 1,277,492,945	$ -	$ -
Common/collective trust funds at NAV (practical expedient)	1,424,329,785			
Total investments at fair value	$ 2,701,822,730			

	December 31, 2024			
	Total	(Level 1)	(Level 2)	(Level 3)
Money market fund	$ 34,240,083	$ 34,240,083	$ -	$ -
Mutual funds	1,029,838,277	1,029,838,277	-	-
Total investments in the fair value hierarchy	1,064,078,360	$ 1,064,078,360	$ -	$ -
Common/collective trust funds at NAV (practical expedient)	1,076,347,218			
Total investments at fair value	$ 2,140,425,578			

The following table provides additional information for the common/collective trust funds which are measured using NAV as a practical expedient as of December 31, 2025 and 2024. There are no participant redemption restrictions. The redemption notice period for the Fixed Income Funds is applicable only to the Plan.

	Fair Value December 31,		Unfunded	Redemption	Redemption Notice
Investment Class	2025	2024	Commitments	Frequency	Period
Fixed Income Funds	$ 43,615,901	$ 45,944,254	None	Daily	Up to 12 months
Target Date Funds	1,380,713,884	1,030,402,964	None	Daily	None
	$ 1,424,329,785	$1,076,347,218			

Note 4 - Information Certified by the Plan's Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator has obtained certifications from Fidelity Management Trust Company as of December 31, 2025 and 2024, and for the years then ended, that all of the information provided is complete and accurate. Information included in the financial statements and accompanying notes to the financial statements as to investments, notes receivable from participants, investment income, interest income on notes receivable from participants, and all the related information in the supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented in reliance solely upon those certifications.

The Plan's independent auditor did not perform auditing procedures with respect to this information except for comparing such information to the related information included in the financial statements, the accompanying notes to the financial statements and the supplemental schedule mentioned above.

Note 5 - Risks and Uncertainties

The Plan provides for investments in various investment securities. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances.

Note 6 - Tax Status

The pre-approved plan document adopted by the Plan received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the pre-approved plan document was in compliance with the applicable requirements of the IRC. The pre-approved plan document has been amended since receiving its IRS letter; however, the plan administrator, through its adoption of the pre-approved plan document, believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7 - Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the plan document to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in their employer contributions.

Note 8 - Nonexempt Prohibited Transactions

As reported on supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2025, $3,888,218, consisting of $3,785,798 of participant contributions and $102,420 of participant loan repayments, were not remitted to the Plan within the time frame specified by the DOL's Regulation 29 CFR 2510.3-102, thus constituting nonexempt prohibited transactions between the Plan and the Company for the year ended December 31, 2025. The participant contributions and the participant loan repayments have been remitted to the Plan. Lost earnings on $3,334,655 of the untimely remittances were remitted to the Plan prior to December 31, 2025. Lost earnings on the remaining $553,563 of the untimely remittances were remitted to the Plan subsequent to December 31, 2025.

Note 9 - Party-in-Interest Transactions

The Plan invests in a money market fund, mutual funds, and common/collective trust funds managed by Fidelity or one of its affiliates. Therefore, these transactions qualify as party-in-interest transactions. These transactions are covered by an exemption from the "prohibited transaction" provisions of ERISA and the IRC.

Note 10 - Subsequent Events

On September 1, 2024, the Company acquired Niagara Power Transformer, LLC (NPT). Employees of NPT continued to participate in the Niagara Power Transformer, LLC Union Plan (the NPT Plan) until the NPT Plan merged into the Plan effective January 1, 2026. Participant balances totaling approximately $1,800,000 were transferred to the Plan during January 2026.

Effective May 22, 2026, the Pipeliners' Retirement Plan, which covers all employees of Mears Installation, LLC who are members of the United Steelworkers Union, Local 348-08, merged into the Plan. Participant balances totaling approximately $4,700,000 were transferred into the Plan in May 2026.

SUPPLEMENTARY INFORMATION

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
EIN: 74-2851603
Plan Number: 001
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
For The Year Ended December 31, 2025

Participant contributions transferred late to Plan	For the total that constitute nonexempt prohibited transactions			
Check here if late participant loan repayments are included: X	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	Total fully corrected under VFCP and PTE 2002-51
$ 3,888,218	$ 553,563	$ 3,334,655	$ -	$ -

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
EIN: 74-2851603
Plan Number: 001
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

	(a) (b) Identity of issue	(c) Description of investment	(e) Current Value
		Money Market Fund	
*	Fidelity Investments	Fidelity Investments Money Market Government Portfolio Fund	$ 34,891,825
		Mutual Funds	
	American Beacon	American Beacon Small Cap Value Fund	21,842,633
	Dimensional Fund Advisors	International Small Cap Value Fund	15,430,130
	Dodge & Cox	Dodge & Cox Stock Fund	103,633,968
*	Fidelity Investments	Fidelity 500 Index Fund	247,299,230
*	Fidelity Investments	Fidelity Balanced Fund	25,078,180
*	Fidelity Investments	Fidelity Diversified International Fund	135,077,786
*	Fidelity Investments	Fidelity Extended Market Index Fund	58,498,683
*	Fidelity Investments	Fidelity Low Priced Stock Fund	38,589,164
*	Fidelity Investments	Fidelity Small Cap Growth Fund	46,833,029
*	Fidelity Investments	Fidelity Total Bond Fund	103,468,610
	JP Morgan	JPMorgan Large Cap Growth Fund	207,583,400
	Vanguard Group, Inc.	Vanguard GNMA Admiral Fund	9,420,562
	Vanguard Group, Inc.	Vanguard Growth Index Institutional Fund	160,076,074
	Vanguard Group, Inc.	Vanguard Value Index Institutional Fund	69,769,671
			1,242,601,120
		Common/Collective Trust Funds	
*	Fidelity Institutional Asset Management (FIAM) Trust Company	Fidelity Freedom Blend Income Commingled Pool	4,854,253
*	FIAM Trust Company	Fidelity Freedom Blend 2010 Commingled Pool	12,778,946
*	FIAM Trust Company	Fidelity Freedom Blend 2015 Commingled Pool	4,070,857
*	FIAM Trust Company	Fidelity Freedom Blend 2020 Commingled Pool	50,087,978
*	FIAM Trust Company	Fidelity Freedom Blend 2025 Commingled Pool	64,457,334
*	FIAM Trust Company	Fidelity Freedom Blend 2030 Commingled Pool	180,133,231
*	FIAM Trust Company	Fidelity Freedom Blend 2035 Commingled Pool	142,897,455
*	FIAM Trust Company	Fidelity Freedom Blend 2040 Commingled Pool	229,213,386
*	FIAM Trust Company	Fidelity Freedom Blend 2045 Commingled Pool	145,755,578
*	FIAM Trust Company	Fidelity Freedom Blend 2050 Commingled Pool	212,233,859
*	FIAM Trust Company	Fidelity Freedom Blend 2055 Commingled Pool	144,180,709
*	FIAM Trust Company	Fidelity Freedom Blend 2060 Commingled Pool	116,239,107
*	FIAM Trust Company	Fidelity Freedom Blend 2065 Commingled Pool	73,811,191
*	Fidelity Management Trust Company	Fidelity Managed Income Portfolio II	43,615,901
			1,424,329,785
		Participant Loans	
*	Participant Loans	Interest rates ranging from 4.25% to 9.50% due at various dates through 2054	58,843,312
		Total assets (held at end of year)	$ 2,760,666,042

* Indicates a party-in-interest

The information on this schedule has been summarized from information provided by Fidelity Management Trust Company as being complete and accurate.

See independent auditor's report.

Quanta Services, Inc. 401(k) Savings Plan

Financial Statements and Supplemental Schedules

December 31, 2025 and 2024

(With Independent Auditor's Report Thereon)

WEINSTEIN SPIRA

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All other supplemental schedules listed by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

WEINSTEIN SPIRA

certified public accountants
& business advisors

Independent Auditor's Report

October 12, 2026

The Plan Committee
Quanta Services, Inc. 401(k) Savings Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of the Quanta Services, Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- The information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan’s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions and maintaining sufficient records with respect to each of the participants to determine the benefits due or which may become due to such participants.

Auditor’s Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with auditing standards generally accepted in the United States of America, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2025, and the supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements, but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Weinstein Spira & Company P.C.

WEINSTEIN SPIRA & COMPANY, P.C.
Houston, Texas

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2025 and 2024

	2025	2024
Assets:		
Investments, at fair value	$ 2,701,822,730	$ 2,140,425,578
Receivables:		
Notes receivable from participants	58,843,312	48,021,042
Employer contributions	12,258,638	9,072,760
Participant contributions	5,476,683	3,406,954
	76,578,633	60,500,756
Net assets available for benefits	$ 2,778,401,363	$ 2,200,926,334

See independent auditor's report and accompanying notes to financial statements.

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years Ended December 31, 2025 and 2024

	2025	2024
Investment income:		
Interest, dividends and other	$ 54,461,405	$ 32,134,664
Net appreciation in fair value of investments	343,644,651	223,413,937
Total investment income	398,106,056	255,548,601
Interest income on notes receivable from participants	4,010,712	3,004,931
Contributions:		
Participant	233,376,421	185,101,672
Employer, net of forfeitures	121,997,723	96,151,418
Rollover	109,759,977	135,280,742
Total contributions	465,134,121	416,533,832
Benefit payments	(287,296,657)	(264,589,778)
Administrative expenses	(2,479,203)	(1,869,901)
Net increase prior to transfer	577,475,029	408,627,685
Transfers into the Plan from affiliated plans	-	13,946,142
Net increase	577,475,029	422,573,827
Net assets available for benefits, beginning of year	2,200,926,334	1,778,352,507
Net assets available for benefits, end of year	$ 2,778,401,363	$ 2,200,926,334

See independent auditor's report and accompanying notes to financial statements.

Note 1 - Description of the Plan

The following description of the Quanta Services, Inc. 401(k) Savings Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan document for a more complete description of the Plan's provisions.

(a) General

The Plan is a defined contribution plan established by Quanta Services, Inc. (the plan administrator) and adopting affiliates (collectively the Company) on January 1, 1999. The Plan was established under the provisions of Section 401(a) of the Internal Revenue Code of 1986, as amended (IRC), which includes a qualified deferred arrangement, as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The plan administrator established an administrative committee (the Plan Committee). The Plan Committee is responsible for the general administration of the Plan. The Plan Committee is given all powers necessary to enable it to carry out its duties including, but not limited to, the power to interpret the Plan.

(b) Transfers Into the Plan from Affiliated Plans

The Company acquired Pennsylvania Transformer Technology, Inc. (PTT) on October 31, 2023. Employees of PTT continued to participate in the Pennsylvania Transformer Technology, Inc. 401(k) Retirement Plan (the PTT Plan) until the PTT Plan merged into the Plan effective September 16, 2024. Approximately $12,112,000 of assets were transferred into the Plan during September 2024. Additionally, there were transfers into the Plan representing residual transfers from the plans of other acquired companies.

(c) Trustee and Recordkeeper

Fidelity Management Trust Company (Fidelity) serves as trustee to hold, manage, invest, and ultimately distribute the assets of the Plan to participants. Fidelity Workplace Services, LLC serves as the recordkeeper.

(d) Eligibility

Eligible employees, as defined in the plan document, may enter the Plan on the later of their date of hire or attainment of age 18.

(e) Contributions

Participants may contribute an amount from 1% to 75% of eligible compensation as defined in the plan document, subject to certain limitations under the IRC ($23,500 for 2025 and $23,000 for 2024). Eligible employees who have attained age fifty (50) before the end of the plan year are eligible to make catch-up contributions subject to certain limitations under the IRC ($7,500 for 2025 and 2024).

Participants may also contribute amounts representing distributions from former employers' qualified retirement plans and certain other qualified sources as defined in the plan document.

The Company makes safe harbor matching contributions to eligible participants in an amount equal to 100% of the first 3% of eligible compensation contributed to the Plan and 50% of the next 3% of the participant's eligible compensation contributed to the Plan. The Plan provides for an annual true-up matching contribution for eligible participants. For the years ended December 31, 2025 and 2024, the Company made year-end true-up contributions of approximately $9,226,000 and $7,402,000, respectively.

The Company may elect to make contributions on behalf of employees who perform services covered by the Davis-Bacon Act, as amended, irrespective to any age or service requirements. The Company is required to meet the required benefit levels under the applicable prevailing wage laws and takes this into consideration when determining what portion of the prevailing wages will be contributed to the Plan. For the years ended December 31, 2025 and 2024, the Company made prevailing wage contributions to the Plan of approximately $864,000 and $724,000, respectively.

Participants may elect to have their contributions and the Company's contributions allocated to one or more investment options offered by the Plan. Participants may transfer all or a portion of their account balance among any of the investment options daily, subject to each respective fund's transfer restrictions. In the event investment instructions are not received from the participant, the investment of contributions is allocated to the default investment option, which are the Fidelity Freedom Funds designated based upon the year the participant would attain age 65.

(f) Participant Accounts

Each participant's account is credited with the participant's contributions, the Company's contributions, and the participant's share of earnings, losses, and any appreciation or depreciation of the funds invested, net of administrative expenses, as applicable. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.

(g) Notes Receivable from Participants

Participants may borrow from their account a minimum of $1,000 up to a maximum equal to the lesser of (a) $50,000 minus the largest outstanding loan balance in the last 12 months; or (b) 50% of their vested account balance. The loans are secured by the vested balance of the participant's account. A participant may not have more than one loan outstanding at any one time unless it is a grandfathered second loan from an acquired company. Interest rates are established by the Plan Committee. Notes must be repaid within five years unless used to acquire a principal residence. With the exception of grandfathered loans that were transferred to the Plan from an acquired company which may have different repayment periods, loans used to acquire a principal residence must be repaid within 15 years. Generally, principal and interest are repaid through after-tax payroll deductions. Interest rates for outstanding notes ranged from 4.25% to 9.50% at December 31, 2025 and 2024.

(h) Vesting and Forfeitures

Participants are always 100% vested in their contributions plus actual earnings thereon. With the exception of certain grandfathered employer contributions and earnings thereon as further described in the plan document, participants are always 100% vested in the Company's safe harbor matching contributions and the Company’s prevailing wage contributions, plus actual earnings thereon.

Forfeitures may be used to pay administrative expenses of the Plan or to reduce future employer contributions to the Plan. At December 31, 2025 and 2024, the forfeiture balance was approximately $169,000 and $386,000, respectively. For the year ended December 31, 2025, approximately $385,000 was used to reduce Company contributions and no forfeitures were utilized to pay for administrative expenses. For the year ended December 31, 2024, approximately $394,000 was used to reduce Company contributions and no forfeitures were utilized to pay for administrative expenses.

(i) Benefit Payments

Unless otherwise stated in the plan document, an active participant may withdraw some or all of his or her account for reasons of financial hardship, upon the age of 59½ and for other permitted reasons. Upon retirement, termination of employment, death or permanent disability, participants or their beneficiaries may receive a lump sum withdrawal equal to the vested value of their accounts. Participant account balances below specified thresholds may be distributed automatically or rolled over into an individual retirement account in accordance with the Plan’s provisions. Upon withdrawal from the Plan, participants may be subject to federal income tax on contributions and income earned.

(j) Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, at the Company's discretion. Expenses that are paid directly by the Company are excluded from these financial statements. Investment related expenses are included in net appreciation or depreciation in fair value of investments. Transactional fees for withdrawals and loans are charged directly to the participant's account and are included in administrative expenses.

Note 2 - Summary of Significant Accounting Policies

(a) Basis of Accounting

The financial statements of the Plan are presented on an accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

(b) Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

(c) Investment Valuation

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

(d) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest is recorded on the accrual basis. In general, notes receivable from participants are considered in default in the quarter following the quarter in which no payment is made. Defaulted loans are treated as distributions based upon the terms of the plan document when a distributable event has occurred.

(e) Investment Income Recognition

Realized gains or losses on the sale of investments and unrealized appreciation or depreciation in the market value of investments held at the end of the year are shown as net appreciation or depreciation in fair value of investments in the statements of changes in net assets available for benefits. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Purchases and sales of investments are recorded on a trade-date basis.

(f) Contributions

Contributions from participants and matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation. Employer prevailing wage contributions are recorded in the period in which the related covered services are performed.

(g) Benefit Payments

Benefits are recorded when paid.

(h) Subsequent Events

The plan administrator evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through October 12, 2026, which is the date the financial statements were available to be issued. See also Note 10.

Note 3 - Fair Value Measurements

GAAP provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used should maximize the use of observable inputs and minimize the use of unobservable inputs.

The following are descriptions of the Plan's valuation methodologies for assets measured at fair value. There were no changes in the methodologies used at December 31, 2025 and 2024.

(a) Money Market Fund and Mutual Funds

Valued at the daily closing price as reported by the fund, the money market fund and mutual funds held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The money market fund and mutual funds held by the Plan are deemed to be actively traded.

(b) Common/Collective Trust Funds

The common/collective trust funds are valued at their NAV as determined by the issuer. The fair value of the fund is calculated on a daily basis by the issuer utilizing quoted market prices, the most recent bid prices in the principal market in which the securities are normally traded, pricing services and dealer quotes, as applicable, for the underlying funds. The NAV is used as a practical expedient to estimate fair value. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

The method described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan's valuation method is appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of the funds could result in a different estimate of fair value at the reporting date.

The following tables set forth, by level, a summary of the Plan's investments measured at fair value:

	December 31, 2025			
	Total	(Level 1)	(Level 2)	(Level 3)
Money market fund	$ 34,891,825	$ 34,891,825	$ -	$ -
Mutual funds	1,242,601,120	1,242,601,120	-	-
Total investments in the fair value hierarchy	1,277,492,945	$ 1,277,492,945	$ -	$ -
Common/collective trust funds at NAV (practical expedient)	1,424,329,785			
Total investments at fair value	$ 2,701,822,730			

	December 31, 2024			
	Total	(Level 1)	(Level 2)	(Level 3)
Money market fund	$ 34,240,083	$ 34,240,083	$ -	$ -
Mutual funds	1,029,838,277	1,029,838,277	-	-
Total investments in the fair value hierarchy	1,064,078,360	$ 1,064,078,360	$ -	$ -
Common/collective trust funds at NAV (practical expedient)	1,076,347,218			
Total investments at fair value	$ 2,140,425,578			

The following table provides additional information for the common/collective trust funds which are measured using NAV as a practical expedient as of December 31, 2025 and 2024. There are no participant redemption restrictions. The redemption notice period for the Fixed Income Funds is applicable only to the Plan.

	Fair Value December 31,		Unfunded	Redemption	Redemption Notice
Investment Class	2025	2024	Commitments	Frequency	Period
Fixed Income Funds	$ 43,615,901	$ 45,944,254	None	Daily	Up to 12 months
Target Date Funds	1,380,713,884	1,030,402,964	None	Daily	None
	$ 1,424,329,785	$1,076,347,218			

Note 4 - Information Certified by the Plan's Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator has obtained certifications from Fidelity Management Trust Company as of December 31, 2025 and 2024, and for the years then ended, that all of the information provided is complete and accurate. Information included in the financial statements and accompanying notes to the financial statements as to investments, notes receivable from participants, investment income, interest income on notes receivable from participants, and all the related information in the supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented in reliance solely upon those certifications.

The Plan's independent auditor did not perform auditing procedures with respect to this information except for comparing such information to the related information included in the financial statements, the accompanying notes to the financial statements and the supplemental schedule mentioned above.

Note 5 - Risks and Uncertainties

The Plan provides for investments in various investment securities. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances.

Note 6 - Tax Status

The pre-approved plan document adopted by the Plan received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the pre-approved plan document was in compliance with the applicable requirements of the IRC. The pre-approved plan document has been amended since receiving its IRS letter; however, the plan administrator, through its adoption of the pre-approved plan document, believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7 - Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the plan document to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in their employer contributions.

Note 8 - Nonexempt Prohibited Transactions

As reported on supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2025, $3,888,218, consisting of $3,785,798 of participant contributions and $102,420 of participant loan repayments, were not remitted to the Plan within the time frame specified by the DOL's Regulation 29 CFR 2510.3-102, thus constituting nonexempt prohibited transactions between the Plan and the Company for the year ended December 31, 2025. The participant contributions and the participant loan repayments have been remitted to the Plan. Lost earnings on $3,334,655 of the untimely remittances were remitted to the Plan prior to December 31, 2025. Lost earnings on the remaining $553,563 of the untimely remittances were remitted to the Plan subsequent to December 31, 2025.

Note 9 - Party-in-Interest Transactions

The Plan invests in a money market fund, mutual funds, and common/collective trust funds managed by Fidelity or one of its affiliates. Therefore, these transactions qualify as party-in-interest transactions. These transactions are covered by an exemption from the "prohibited transaction" provisions of ERISA and the IRC.

Note 10 - Subsequent Events

On September 1, 2024, the Company acquired Niagara Power Transformer, LLC (NPT). Employees of NPT continued to participate in the Niagara Power Transformer, LLC Union Plan (the NPT Plan) until the NPT Plan merged into the Plan effective January 1, 2026. Participant balances totaling approximately $1,800,000 were transferred to the Plan during January 2026.

Effective May 22, 2026, the Pipeliners' Retirement Plan, which covers all employees of Mears Installation, LLC who are members of the United Steelworkers Union, Local 348-08, merged into the Plan. Participant balances totaling approximately $4,700,000 were transferred into the Plan in May 2026.

SUPPLEMENTARY INFORMATION

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
EIN: 74-2851603
Plan Number: 001
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
For The Year Ended December 31, 2025

Participant contributions transferred late to Plan	For the total that constitute nonexempt prohibited transactions			
Check here if late participant loan repayments are included: X	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	Total fully corrected under VFCP and PTE 2002-51
$ 3,888,218	$ 553,563	$ 3,334,655	$ -	$ -

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
EIN: 74-2851603
Plan Number: 001
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

	(a) (b) Identity of issue	(c) Description of investment	(e) Current Value
		Money Market Fund	
*	Fidelity Investments	Fidelity Investments Money Market Government Portfolio Fund	$ 34,891,825
		Mutual Funds	
	American Beacon	American Beacon Small Cap Value Fund	21,842,633
	Dimensional Fund Advisors	International Small Cap Value Fund	15,430,130
	Dodge & Cox	Dodge & Cox Stock Fund	103,633,968
*	Fidelity Investments	Fidelity 500 Index Fund	247,299,230
*	Fidelity Investments	Fidelity Balanced Fund	25,078,180
*	Fidelity Investments	Fidelity Diversified International Fund	135,077,786
*	Fidelity Investments	Fidelity Extended Market Index Fund	58,498,683
*	Fidelity Investments	Fidelity Low Priced Stock Fund	38,589,164
*	Fidelity Investments	Fidelity Small Cap Growth Fund	46,833,029
*	Fidelity Investments	Fidelity Total Bond Fund	103,468,610
	JP Morgan	JPMorgan Large Cap Growth Fund	207,583,400
	Vanguard Group, Inc.	Vanguard GNMA Admiral Fund	9,420,562
	Vanguard Group, Inc.	Vanguard Growth Index Institutional Fund	160,076,074
	Vanguard Group, Inc.	Vanguard Value Index Institutional Fund	69,769,671
			1,242,601,120
		Common/Collective Trust Funds	
*	Fidelity Institutional Asset Management (FIAM) Trust Company	Fidelity Freedom Blend Income Commingled Pool	4,854,253
*	FIAM Trust Company	Fidelity Freedom Blend 2010 Commingled Pool	12,778,946
*	FIAM Trust Company	Fidelity Freedom Blend 2015 Commingled Pool	4,070,857
*	FIAM Trust Company	Fidelity Freedom Blend 2020 Commingled Pool	50,087,978
*	FIAM Trust Company	Fidelity Freedom Blend 2025 Commingled Pool	64,457,334
*	FIAM Trust Company	Fidelity Freedom Blend 2030 Commingled Pool	180,133,231
*	FIAM Trust Company	Fidelity Freedom Blend 2035 Commingled Pool	142,897,455
*	FIAM Trust Company	Fidelity Freedom Blend 2040 Commingled Pool	229,213,386
*	FIAM Trust Company	Fidelity Freedom Blend 2045 Commingled Pool	145,755,578
*	FIAM Trust Company	Fidelity Freedom Blend 2050 Commingled Pool	212,233,859
*	FIAM Trust Company	Fidelity Freedom Blend 2055 Commingled Pool	144,180,709
*	FIAM Trust Company	Fidelity Freedom Blend 2060 Commingled Pool	116,239,107
*	FIAM Trust Company	Fidelity Freedom Blend 2065 Commingled Pool	73,811,191
*	Fidelity Management Trust Company	Fidelity Managed Income Portfolio II	43,615,901
			1,424,329,785
		Participant Loans	
*	Participant Loans	Interest rates ranging from 4.25% to 9.50% due at various dates through 2054	58,843,312
		Total assets (held at end of year)	$ 2,760,666,042

* Indicates a party-in-interest

The information on this schedule has been summarized from information provided by Fidelity Management Trust Company as being complete and accurate.

See independent auditor's report.

Quanta Services, Inc. 401(k) Savings Plan

Financial Statements and Supplemental Schedules

December 31, 2025 and 2024

(With Independent Auditor's Report Thereon)

WEINSTEIN SPIRA

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All other supplemental schedules listed by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

WEINSTEIN SPIRA

certified public accountants
& business advisors

Independent Auditor's Report

October 12, 2026

The Plan Committee
Quanta Services, Inc. 401(k) Savings Plan
Houston, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of the Quanta Services, Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- The information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan’s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions and maintaining sufficient records with respect to each of the participants to determine the benefits due or which may become due to such participants.

Auditor’s Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with auditing standards generally accepted in the United States of America, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2025, and the supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements, but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Weinstein Spira & Company P.C.

WEINSTEIN SPIRA & COMPANY, P.C.
Houston, Texas

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2025 and 2024

	2025	2024
Assets:		
Investments, at fair value	$ 2,701,822,730	$ 2,140,425,578
Receivables:		
Notes receivable from participants	58,843,312	48,021,042
Employer contributions	12,258,638	9,072,760
Participant contributions	5,476,683	3,406,954
	76,578,633	60,500,756
Net assets available for benefits	$ 2,778,401,363	$ 2,200,926,334

See independent auditor's report and accompanying notes to financial statements.

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years Ended December 31, 2025 and 2024

	2025	2024
Investment income:		
Interest, dividends and other	$ 54,461,405	$ 32,134,664
Net appreciation in fair value of investments	343,644,651	223,413,937
Total investment income	398,106,056	255,548,601
Interest income on notes receivable from participants	4,010,712	3,004,931
Contributions:		
Participant	233,376,421	185,101,672
Employer, net of forfeitures	121,997,723	96,151,418
Rollover	109,759,977	135,280,742
Total contributions	465,134,121	416,533,832
Benefit payments	(287,296,657)	(264,589,778)
Administrative expenses	(2,479,203)	(1,869,901)
Net increase prior to transfer	577,475,029	408,627,685
Transfers into the Plan from affiliated plans	-	13,946,142
Net increase	577,475,029	422,573,827
Net assets available for benefits, beginning of year	2,200,926,334	1,778,352,507
Net assets available for benefits, end of year	$ 2,778,401,363	$ 2,200,926,334

See independent auditor's report and accompanying notes to financial statements.

Note 1 - Description of the Plan

The following description of the Quanta Services, Inc. 401(k) Savings Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan document for a more complete description of the Plan's provisions.

(a) General

The Plan is a defined contribution plan established by Quanta Services, Inc. (the plan administrator) and adopting affiliates (collectively the Company) on January 1, 1999. The Plan was established under the provisions of Section 401(a) of the Internal Revenue Code of 1986, as amended (IRC), which includes a qualified deferred arrangement, as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The plan administrator established an administrative committee (the Plan Committee). The Plan Committee is responsible for the general administration of the Plan. The Plan Committee is given all powers necessary to enable it to carry out its duties including, but not limited to, the power to interpret the Plan.

(b) Transfers Into the Plan from Affiliated Plans

The Company acquired Pennsylvania Transformer Technology, Inc. (PTT) on October 31, 2023. Employees of PTT continued to participate in the Pennsylvania Transformer Technology, Inc. 401(k) Retirement Plan (the PTT Plan) until the PTT Plan merged into the Plan effective September 16, 2024. Approximately $12,112,000 of assets were transferred into the Plan during September 2024. Additionally, there were transfers into the Plan representing residual transfers from the plans of other acquired companies.

(c) Trustee and Recordkeeper

Fidelity Management Trust Company (Fidelity) serves as trustee to hold, manage, invest, and ultimately distribute the assets of the Plan to participants. Fidelity Workplace Services, LLC serves as the recordkeeper.

(d) Eligibility

Eligible employees, as defined in the plan document, may enter the Plan on the later of their date of hire or attainment of age 18.

(e) Contributions

Participants may contribute an amount from 1% to 75% of eligible compensation as defined in the plan document, subject to certain limitations under the IRC ($23,500 for 2025 and $23,000 for 2024). Eligible employees who have attained age fifty (50) before the end of the plan year are eligible to make catch-up contributions subject to certain limitations under the IRC ($7,500 for 2025 and 2024).

Participants may also contribute amounts representing distributions from former employers' qualified retirement plans and certain other qualified sources as defined in the plan document.

The Company makes safe harbor matching contributions to eligible participants in an amount equal to 100% of the first 3% of eligible compensation contributed to the Plan and 50% of the next 3% of the participant's eligible compensation contributed to the Plan. The Plan provides for an annual true-up matching contribution for eligible participants. For the years ended December 31, 2025 and 2024, the Company made year-end true-up contributions of approximately $9,226,000 and $7,402,000, respectively.

The Company may elect to make contributions on behalf of employees who perform services covered by the Davis-Bacon Act, as amended, irrespective to any age or service requirements. The Company is required to meet the required benefit levels under the applicable prevailing wage laws and takes this into consideration when determining what portion of the prevailing wages will be contributed to the Plan. For the years ended December 31, 2025 and 2024, the Company made prevailing wage contributions to the Plan of approximately $864,000 and $724,000, respectively.

Participants may elect to have their contributions and the Company's contributions allocated to one or more investment options offered by the Plan. Participants may transfer all or a portion of their account balance among any of the investment options daily, subject to each respective fund's transfer restrictions. In the event investment instructions are not received from the participant, the investment of contributions is allocated to the default investment option, which are the Fidelity Freedom Funds designated based upon the year the participant would attain age 65.

(f) Participant Accounts

Each participant's account is credited with the participant's contributions, the Company's contributions, and the participant's share of earnings, losses, and any appreciation or depreciation of the funds invested, net of administrative expenses, as applicable. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.

(g) Notes Receivable from Participants

Participants may borrow from their account a minimum of $1,000 up to a maximum equal to the lesser of (a) $50,000 minus the largest outstanding loan balance in the last 12 months; or (b) 50% of their vested account balance. The loans are secured by the vested balance of the participant's account. A participant may not have more than one loan outstanding at any one time unless it is a grandfathered second loan from an acquired company. Interest rates are established by the Plan Committee. Notes must be repaid within five years unless used to acquire a principal residence. With the exception of grandfathered loans that were transferred to the Plan from an acquired company which may have different repayment periods, loans used to acquire a principal residence must be repaid within 15 years. Generally, principal and interest are repaid through after-tax payroll deductions. Interest rates for outstanding notes ranged from 4.25% to 9.50% at December 31, 2025 and 2024.

(h) Vesting and Forfeitures

Participants are always 100% vested in their contributions plus actual earnings thereon. With the exception of certain grandfathered employer contributions and earnings thereon as further described in the plan document, participants are always 100% vested in the Company's safe harbor matching contributions and the Company’s prevailing wage contributions, plus actual earnings thereon.

Forfeitures may be used to pay administrative expenses of the Plan or to reduce future employer contributions to the Plan. At December 31, 2025 and 2024, the forfeiture balance was approximately $169,000 and $386,000, respectively. For the year ended December 31, 2025, approximately $385,000 was used to reduce Company contributions and no forfeitures were utilized to pay for administrative expenses. For the year ended December 31, 2024, approximately $394,000 was used to reduce Company contributions and no forfeitures were utilized to pay for administrative expenses.

(i) Benefit Payments

Unless otherwise stated in the plan document, an active participant may withdraw some or all of his or her account for reasons of financial hardship, upon the age of 59½ and for other permitted reasons. Upon retirement, termination of employment, death or permanent disability, participants or their beneficiaries may receive a lump sum withdrawal equal to the vested value of their accounts. Participant account balances below specified thresholds may be distributed automatically or rolled over into an individual retirement account in accordance with the Plan’s provisions. Upon withdrawal from the Plan, participants may be subject to federal income tax on contributions and income earned.

(j) Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, at the Company's discretion. Expenses that are paid directly by the Company are excluded from these financial statements. Investment related expenses are included in net appreciation or depreciation in fair value of investments. Transactional fees for withdrawals and loans are charged directly to the participant's account and are included in administrative expenses.

Note 2 - Summary of Significant Accounting Policies

(a) Basis of Accounting

The financial statements of the Plan are presented on an accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

(b) Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

(c) Investment Valuation

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

(d) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest is recorded on the accrual basis. In general, notes receivable from participants are considered in default in the quarter following the quarter in which no payment is made. Defaulted loans are treated as distributions based upon the terms of the plan document when a distributable event has occurred.

(e) Investment Income Recognition

Realized gains or losses on the sale of investments and unrealized appreciation or depreciation in the market value of investments held at the end of the year are shown as net appreciation or depreciation in fair value of investments in the statements of changes in net assets available for benefits. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Purchases and sales of investments are recorded on a trade-date basis.

(f) Contributions

Contributions from participants and matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation. Employer prevailing wage contributions are recorded in the period in which the related covered services are performed.

(g) Benefit Payments

Benefits are recorded when paid.

(h) Subsequent Events

The plan administrator evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through October 12, 2026, which is the date the financial statements were available to be issued. See also Note 10.

Note 3 - Fair Value Measurements

GAAP provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used should maximize the use of observable inputs and minimize the use of unobservable inputs.

The following are descriptions of the Plan's valuation methodologies for assets measured at fair value. There were no changes in the methodologies used at December 31, 2025 and 2024.

(a) Money Market Fund and Mutual Funds

Valued at the daily closing price as reported by the fund, the money market fund and mutual funds held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The money market fund and mutual funds held by the Plan are deemed to be actively traded.

(b) Common/Collective Trust Funds

The common/collective trust funds are valued at their NAV as determined by the issuer. The fair value of the fund is calculated on a daily basis by the issuer utilizing quoted market prices, the most recent bid prices in the principal market in which the securities are normally traded, pricing services and dealer quotes, as applicable, for the underlying funds. The NAV is used as a practical expedient to estimate fair value. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

The method described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan's valuation method is appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of the funds could result in a different estimate of fair value at the reporting date.

The following tables set forth, by level, a summary of the Plan's investments measured at fair value:

	December 31, 2025			
	Total	(Level 1)	(Level 2)	(Level 3)
Money market fund	$ 34,891,825	$ 34,891,825	$ -	$ -
Mutual funds	1,242,601,120	1,242,601,120	-	-
Total investments in the fair value hierarchy	1,277,492,945	$ 1,277,492,945	$ -	$ -
Common/collective trust funds at NAV (practical expedient)	1,424,329,785			
Total investments at fair value	$ 2,701,822,730			

	December 31, 2024			
	Total	(Level 1)	(Level 2)	(Level 3)
Money market fund	$ 34,240,083	$ 34,240,083	$ -	$ -
Mutual funds	1,029,838,277	1,029,838,277	-	-
Total investments in the fair value hierarchy	1,064,078,360	$ 1,064,078,360	$ -	$ -
Common/collective trust funds at NAV (practical expedient)	1,076,347,218			
Total investments at fair value	$ 2,140,425,578			

The following table provides additional information for the common/collective trust funds which are measured using NAV as a practical expedient as of December 31, 2025 and 2024. There are no participant redemption restrictions. The redemption notice period for the Fixed Income Funds is applicable only to the Plan.

	Fair Value December 31,		Unfunded	Redemption	Redemption Notice
Investment Class	2025	2024	Commitments	Frequency	Period
Fixed Income Funds	$ 43,615,901	$ 45,944,254	None	Daily	Up to 12 months
Target Date Funds	1,380,713,884	1,030,402,964	None	Daily	None
	$ 1,424,329,785	$1,076,347,218			

Note 4 - Information Certified by the Plan's Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator has obtained certifications from Fidelity Management Trust Company as of December 31, 2025 and 2024, and for the years then ended, that all of the information provided is complete and accurate. Information included in the financial statements and accompanying notes to the financial statements as to investments, notes receivable from participants, investment income, interest income on notes receivable from participants, and all the related information in the supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented in reliance solely upon those certifications.

The Plan's independent auditor did not perform auditing procedures with respect to this information except for comparing such information to the related information included in the financial statements, the accompanying notes to the financial statements and the supplemental schedule mentioned above.

Note 5 - Risks and Uncertainties

The Plan provides for investments in various investment securities. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances.

Note 6 - Tax Status

The pre-approved plan document adopted by the Plan received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the pre-approved plan document was in compliance with the applicable requirements of the IRC. The pre-approved plan document has been amended since receiving its IRS letter; however, the plan administrator, through its adoption of the pre-approved plan document, believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7 - Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the plan document to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in their employer contributions.

Note 8 - Nonexempt Prohibited Transactions

As reported on supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2025, $3,888,218, consisting of $3,785,798 of participant contributions and $102,420 of participant loan repayments, were not remitted to the Plan within the time frame specified by the DOL's Regulation 29 CFR 2510.3-102, thus constituting nonexempt prohibited transactions between the Plan and the Company for the year ended December 31, 2025. The participant contributions and the participant loan repayments have been remitted to the Plan. Lost earnings on $3,334,655 of the untimely remittances were remitted to the Plan prior to December 31, 2025. Lost earnings on the remaining $553,563 of the untimely remittances were remitted to the Plan subsequent to December 31, 2025.

Note 9 - Party-in-Interest Transactions

The Plan invests in a money market fund, mutual funds, and common/collective trust funds managed by Fidelity or one of its affiliates. Therefore, these transactions qualify as party-in-interest transactions. These transactions are covered by an exemption from the "prohibited transaction" provisions of ERISA and the IRC.

Note 10 - Subsequent Events

On September 1, 2024, the Company acquired Niagara Power Transformer, LLC (NPT). Employees of NPT continued to participate in the Niagara Power Transformer, LLC Union Plan (the NPT Plan) until the NPT Plan merged into the Plan effective January 1, 2026. Participant balances totaling approximately $1,800,000 were transferred to the Plan during January 2026.

Effective May 22, 2026, the Pipeliners' Retirement Plan, which covers all employees of Mears Installation, LLC who are members of the United Steelworkers Union, Local 348-08, merged into the Plan. Participant balances totaling approximately $4,700,000 were transferred into the Plan in May 2026.

SUPPLEMENTARY INFORMATION

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
EIN: 74-2851603
Plan Number: 001
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
For The Year Ended December 31, 2025

Participant contributions transferred late to Plan	For the total that constitute nonexempt prohibited transactions			
Check here if late participant loan repayments are included: X	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	Total fully corrected under VFCP and PTE 2002-51
$ 3,888,218	$ 553,563	$ 3,334,655	$ -	$ -

QUANTA SERVICES, INC. 401(k) SAVINGS PLAN
EIN: 74-2851603
Plan Number: 001
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

	(a) (b) Identity of issue	(c) Description of investment	(e) Current Value
		Money Market Fund	
*	Fidelity Investments	Fidelity Investments Money Market Government Portfolio Fund	$ 34,891,825
		Mutual Funds	
	American Beacon	American Beacon Small Cap Value Fund	21,842,633
	Dimensional Fund Advisors	International Small Cap Value Fund	15,430,130
	Dodge & Cox	Dodge & Cox Stock Fund	103,633,968
*	Fidelity Investments	Fidelity 500 Index Fund	247,299,230
*	Fidelity Investments	Fidelity Balanced Fund	25,078,180
*	Fidelity Investments	Fidelity Diversified International Fund	135,077,786
*	Fidelity Investments	Fidelity Extended Market Index Fund	58,498,683
*	Fidelity Investments	Fidelity Low Priced Stock Fund	38,589,164
*	Fidelity Investments	Fidelity Small Cap Growth Fund	46,833,029
*	Fidelity Investments	Fidelity Total Bond Fund	103,468,610
	JP Morgan	JPMorgan Large Cap Growth Fund	207,583,400
	Vanguard Group, Inc.	Vanguard GNMA Admiral Fund	9,420,562
	Vanguard Group, Inc.	Vanguard Growth Index Institutional Fund	160,076,074
	Vanguard Group, Inc.	Vanguard Value Index Institutional Fund	69,769,671
			1,242,601,120
		Common/Collective Trust Funds	
*	Fidelity Institutional Asset Management (FIAM) Trust Company	Fidelity Freedom Blend Income Commingled Pool	4,854,253
*	FIAM Trust Company	Fidelity Freedom Blend 2010 Commingled Pool	12,778,946
*	FIAM Trust Company	Fidelity Freedom Blend 2015 Commingled Pool	4,070,857
*	FIAM Trust Company	Fidelity Freedom Blend 2020 Commingled Pool	50,087,978
*	FIAM Trust Company	Fidelity Freedom Blend 2025 Commingled Pool	64,457,334
*	FIAM Trust Company	Fidelity Freedom Blend 2030 Commingled Pool	180,133,231
*	FIAM Trust Company	Fidelity Freedom Blend 2035 Commingled Pool	142,897,455
*	FIAM Trust Company	Fidelity Freedom Blend 2040 Commingled Pool	229,213,386
*	FIAM Trust Company	Fidelity Freedom Blend 2045 Commingled Pool	145,755,578
*	FIAM Trust Company	Fidelity Freedom Blend 2050 Commingled Pool	212,233,859
*	FIAM Trust Company	Fidelity Freedom Blend 2055 Commingled Pool	144,180,709
*	FIAM Trust Company	Fidelity Freedom Blend 2060 Commingled Pool	116,239,107
*	FIAM Trust Company	Fidelity Freedom Blend 2065 Commingled Pool	73,811,191
*	Fidelity Management Trust Company	Fidelity Managed Income Portfolio II	43,615,901
			1,424,329,785
		Participant Loans	
*	Participant Loans	Interest rates ranging from 4.25% to 9.50% due at various dates through 2054	58,843,312
		Total assets (held at end of year)	$ 2,760,666,042

* Indicates a party-in-interest

The information on this schedule has been summarized from information provided by Fidelity Management Trust Company as being complete and accurate.

See independent auditor's report.