

Modern Slavery Statement

OBJECTIVE

The Blattner Modern Slavery Statement (the “**Statement**”) expresses our commitment against modern slavery. Blattner Company (“**Blattner**”) does not in any way condone or tolerate any form of modern slavery. We are committed to protecting human rights within areas of our control and adhering to the laws, principles and requirements prohibiting modern slavery. We strive to identify and prevent potential occurrences of modern slavery.

Modern slavery refers to the systematic exploitation of individuals through coercion, deception, or abuse of power, leaving them unable to leave their situation. This broad category encompasses human trafficking, forced labor, slavery, servitude, forced marriage, debt bondage, deceptive recruiting for labor or services, and other forms of severe exploitation, including the worst forms of child labor. Recognized as a grave violation of human rights and a serious crime, modern slavery is often hidden within the complexity of global supply chains, where diverse and opaque practices can conceal exploitation.

STRUCTURE AND OPERATIONS

Blattner is a leading nationwide provider of utility-scale engineering, procurement and construction services for renewable energy projects, some of North America’s largest and most complex energy initiatives. Blattner employs over 8,000 people across the U.S. on an annual basis and is part of a larger global family of entities which are ultimately owned by Quanta Services Inc. (“Quanta Services”), a publicly traded company (NYSE: PWR) incorporated in Delaware, United States of America. Quanta Services employs over 60,000 employees globally and has one of the largest skilled labor workforces in North America. Quanta Services is a leading provider of comprehensive infrastructure solutions for the electric and gas utility, renewable energy, communications, pipeline and energy industries.

ASSIGNMENT OF RESPONSIBILITY

Blattner’s Director of Compliance is responsible for all facets of our anti-slavery initiative and has full authority to make necessary actions to ensure success of the initiative. The Director of Compliance is authorized to halt any company operations where risk or occurrence of modern slavery is found.

The following areas of focus are outlined in this Statement:

- Risk Assessment and Controls
- Employee Training and Reporting
- Supplier and Subcontractor Expectations
- Statement Review and Updates

RISK ASSESSMENT AND CONTROLS

The Director of Compliance and the Blattner Compliance Department (in coordination with business division leadership) is responsible for conducting risk assessments of each Blattner business unit to determine any risks related to modern slavery.

Our risk assessment includes operational risks, compliance with legal obligations and recommended controls to mitigate any such risks. Risk assessments are completed with a reasonable risk-based approach upon review of our suppliers and vendors.

EMPLOYEE TRAINING AND REPORTING

Upon initial hire, employees receive Blattner's Modern Slavery Statement, which is updated and redistributed periodically. In addition, employees undergo regular training, covering the definition of modern slavery, how to recognize its occurrences and their role in its prevention. Training also covers details about Quanta's Ethics Helpline, a reporting tool that employees can use to report any concerns, including suspected modern slavery risks or occurrences.

Employees are encouraged to report any concerns through internal reporting channels, including the Compliance Department at compliance@blattnercompany.com or through Quanta's Ethics Helpline. All reports, regardless of the channel used, can be made anonymously at the reporter's discretion. Blattner upholds a strict Non-retaliation Policy, ensuring that employees can report all their concerns without fear of retaliation.

SUPPLIER AND SUBCONTRACTOR EXPECTATIONS

To ensure responsible partnering in preventing modern slavery, risk-based due diligence must be taken to confirm Blattner suppliers and subcontractors understand our goals and are equally committed to preventing modern slavery. To this end, during our pre-qualification process, Blattner will clearly communicate that our anti-slavery expectations are prerequisites to being a supplier or subcontractor. Our suppliers and our subcontractors will be contractually obligated to notify us of any instances of modern slavery detected within their operations and supply chains, and to take steps to remedy them. Suppliers or subcontractors who fail to meet Blattner's requirements and standards will be subject to termination.

STATEMENT REVIEW AND UPDATES

The Director of Compliance is responsible for reviewing this Modern Slavery Statement on a recurring basis to ensure its controls and context remain appropriate for the scope and span of Blattner's business. Review of the Statement and other policies may be initiated in any instance of reported or suspected modern slavery occurrences.

Any updates to this Statement will be documented in accordance with Blattner's internal documentation and recordkeeping requirements and communicated to employees, as well as active suppliers and subcontractors.



Scott W. Blattner
Chief Executive Officer



Brett Beatty
President



Andy Budish
General Counsel



Patrick Scheiner
Director of Compliance

Blattner Company
392 County Road 50
Avon, MN 56310
Compliance@blattnercompany.com

REVISION TRACKING			
REVISION #	DATE	REVISION DETAILS & COMMENTS	REVISED BY
R0	January 2023	Document Creation	Legal Compliance
R1	January 2025	Updates on Due Diligence and Risk Mitigation Practices	Legal Compliance