



Building a Sustainable Future for Our People,  
Clients, and Communities

# SUSTAINABILITY REPORT

# 2023







## FORWARD-LOOKING STATEMENTS

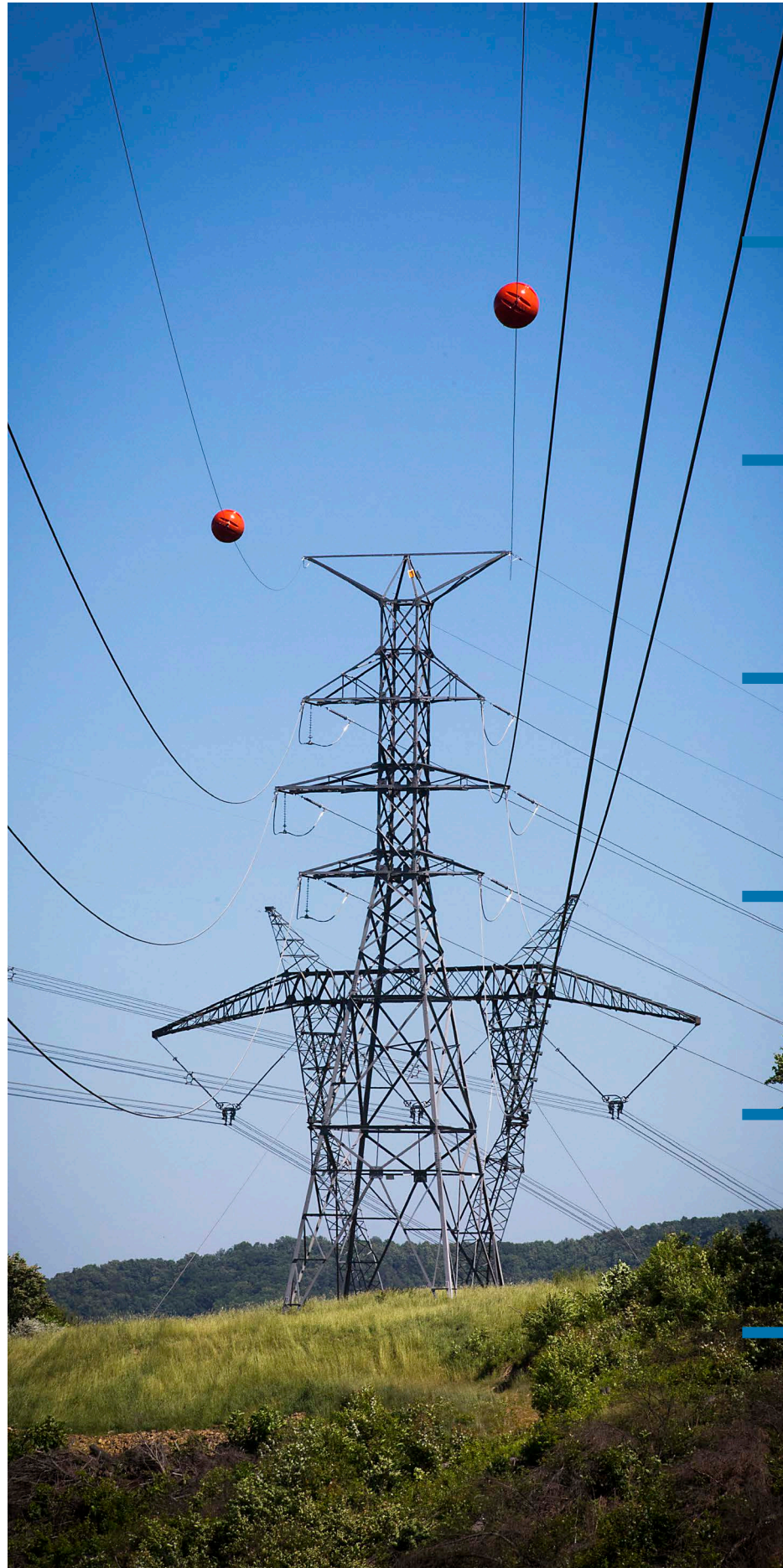
Statements in this Sustainability Report contain various forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 (the "Securities Act") and Section 21E of the Securities Exchange Act of 1934 (the "Exchange Act"), which represent our management's beliefs and assumptions concerning future events. When used in this document and in documents incorporated by reference, forward-looking statements include, without limitation, statements regarding financial forecasts or projections, and our expectations, beliefs, intentions or future strategies that are signified by the words "anticipate," "believe," "estimate," "expect," "intend," "likely," "may," "objective," "outlook," "plan," "project," "possible," "potential," "should," "unlikely," or other words that convey the uncertainty of future events or outcomes. The forward-looking statements in this Sustainability Report speak only as of the date of this Sustainability Report. We disclaim any obligation to update these statements (unless required by securities laws) and we caution you not to rely on them unduly. We have based these forward-looking statements on our current expectations and assumptions about future events. While our management considers these expectations and assumptions to be reasonable, they are inherently subject to significant business, economic, competitive, regulatory and other risks, contingencies and uncertainties, most of which are difficult to predict, and many of which are beyond our control. These and other important factors, including those discussed in our Annual Report on Form 10-K, and in any risk factors or cautionary statements contained in our filings with the Securities and Exchange Commission ("SEC"), may cause our actual results, performance or achievements to differ materially from any future results, performance or achievements expressed or implied by these forward-looking statements.

Throughout this report, references to "MYR Group," the "Company," "we," "us," and "our" refer to MYR Group Inc. and its consolidated subsidiaries, except as otherwise indicated or as the context otherwise requires.

The sustainability- and ESG-related information presented, discussed, referenced, or otherwise included in this document or made available on or through our website does not cover all information about our business. The inclusion of information or references, including the use of "materiality" or similar terms, should not be construed as a characterization regarding the materiality of such information to our financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws.

The sustainability- and ESG-related goals, targets and commitments presented, discussed, referenced, or otherwise included in this document or made available on or through our website are aspirational and not guarantees or promises that such goals, targets, or commitments will be achieved. In addition, historical, current, and forward-looking information included in this document or made available on or through our website may be based on standards and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change. Accordingly, such historical, current, and forward-looking information or underlying assumptions may be subject to modifications in future disclosures due to such developing standards, practices and controls, and processes. Readers and viewers are cautioned not to place undue reliance on such information.

For questions about MYR Group's sustainability efforts, email us at [sustainability@myrgroup.com](mailto:sustainability@myrgroup.com)



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*NOTE: This report contains information from January 1, 2023, through December 31, 2023, unless otherwise noted.*



THANK YOU TO OUR CLIENTS,  
SHAREHOLDERS, COMMUNITIES,  
AND MOST OF ALL, TO OUR  
EMPLOYEES. TOGETHER, WE CAN  
ACHIEVE GREAT SUCCESS.



## A LETTER FROM OUR PRESIDENT & CEO

MYR Group continues to strive to deliver exceptional value to **our clients, communities, and shareholders in a responsible and sustainable fashion.**

MYR Group continues to strive to deliver exceptional value to our clients, communities, and shareholders in a responsible and sustainable fashion. As an organization, we remain committed to investing in our people and positively advancing our sustainability efforts while delivering high-quality electrical construction services.

Our company focuses on environmental and social practices that we can control and influence in both our Transmission & Distribution (T&D) and Commercial & Industrial (C&I) business segments across the United States and Canada. Strategic business decisions and sound principles help create the foundation for long-term business resilience, while prioritizing the health and well-being of our employees can foster a strong culture of inclusion and professional development. We hold ourselves to high standards of corporate governance and endeavor to act as diligent environmental stewards, seeking to fulfill the environmental, social, and governance (ESG) obligations that are part of our identity as a responsible organization.

MYR Group serves as a reliable and dynamic partner for our clients as we work together to build the critical infrastructure needed to meet growing electrification demands and the integration of clean energy sources into the grid. Our **environmental stewardship** efforts remain focused on reducing our impact on the environment

during construction and continuing to broaden our capabilities, while investing in new resources to meet or exceed environmental standards.

We continue to track Scope 1 and Scope 2 greenhouse gas emissions, as well as water and electrical grid usage. This tracking aids our effort to better understand our impact on the environment and further develop our climate strategy. We continue to work towards our aspiration to reduce our Scope 1 greenhouse gas emissions by 15% on an intensity basis by 2031. We will continue to analyze potential operational risks and impacts on the environment and further develop mitigation strategies. In this annual sustainability report, we provide ESG disclosures through the Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial (TCFD), and the Greenhouse Gas Protocol framework.

Our people are at the core of everything we do, and by continually investing in them, our company pushes toward goals of enhancing diversity, equity, and inclusion as a **socially sustainable** organization. MYR Group seeks to promote diversity of thought, culture, and background, creating a work environment that supports, inspires, and respects all individuals. Our dedicated employees remain passionate about giving back to their communities through charitable donations and volunteer hours, supporting the causes they care about most.

Achieving our goals and creating long-term shareholder value are aided by our high **corporate governance** standards. Our board diversification is reflected by its varied ethnicity, gender, and perspective, all integral to its support of our business efforts and ESG initiatives. In 2023, our shareholders approved the phased declassification of our board. By 2026, all board members will stand for annual elections, which offers increased accountability and shareholder participation in the company's corporate governance.

Thank you to our clients, shareholders, communities, and most of all, our employees. Together, we can achieve great success. I look forward to working with you all, and to growing our company in a **safe and sustainable** fashion in 2024 and beyond.

Sincerely,

**Rick Swartz**  
President & CEO





**OVER A CENTURY OF CONNECTING POWER TO PEOPLE**



For more than 130 years, our core values of safety, integrity, creativity, responsiveness, teamwork, respect, and initiative have provided the foundation for how we conduct ourselves in the communities in which we live and serve. These values guide us in making the right investments in our people and business for the long term.

With roots dating to 1891 and more than 9,000 employees, MYR Group subsidiaries provide large-scale electrical construction services in the U.S. and Canada. Throughout our history, we have delivered large and complex electrical infrastructure and notable commercial and industrial projects.

**Our Integrated Network of Companies**

- CSI Electrical Contractors, Inc.
- E.S. Boulos Company
- Great Southwestern Construction, Inc.
- Harlan Electric Company
- High Country Line Construction, Inc.
- Huen Electric, Inc.
- The L.E. Myers Co.
- MYR Energy Services, Inc.
- Powerline Plus Ltd.
- Sturgeon Electric Company, Inc.
- Sturgeon Electric California, LLC
- Western Pacific Enterprises Ltd.

**2023 AT A GLANCE**

**\$3.64B**

**Annual Revenue**

MYR Group reported record revenues of \$3.64 billion for the full year of 2023

**25+**

**Top 5 ENR**

MYR Group has ranked among the top five electrical firms for 25+ consecutive years

**13**

**NECA Safety Awards**

Five MYR Group subsidiaries across 13 districts received NECA Safety Excellence and Zero Injury recognition

**\$2.9M+**

**Charitable Contributions**

MYR Group and its subsidiaries have raised and donated more than \$2.9 million in the last three years to charities across the nation

**50,000+**

**Training Hours**

MYR Group provided more than 50,000 workhours of health and safety training to employees companywide

**15%**

**CO2e Reduction Target**

MYR Group aspires to reduce our Scope 1 emissions by 15% on an intensity basis by 2031, using 2021 numbers as a baseline.

**74,394**

**Scope 1 Emissions**

In 2023 our Scope 1 GHG emissions were 74,394 metric tons of CO2e.

**2,701**

**Scope 2 Emissions**

In 2023 our Scope 2 GHG emissions were 2,701 metric tons of CO2e.

**40,138**

**Water Usage**

MYR Group tracks our overall water usage in centum cubic feet to help us better manage our consumption



**38%**

**Diverse Board**

MYR Group's Board of Directors is comprised of 38% racially/ethnically diverse members

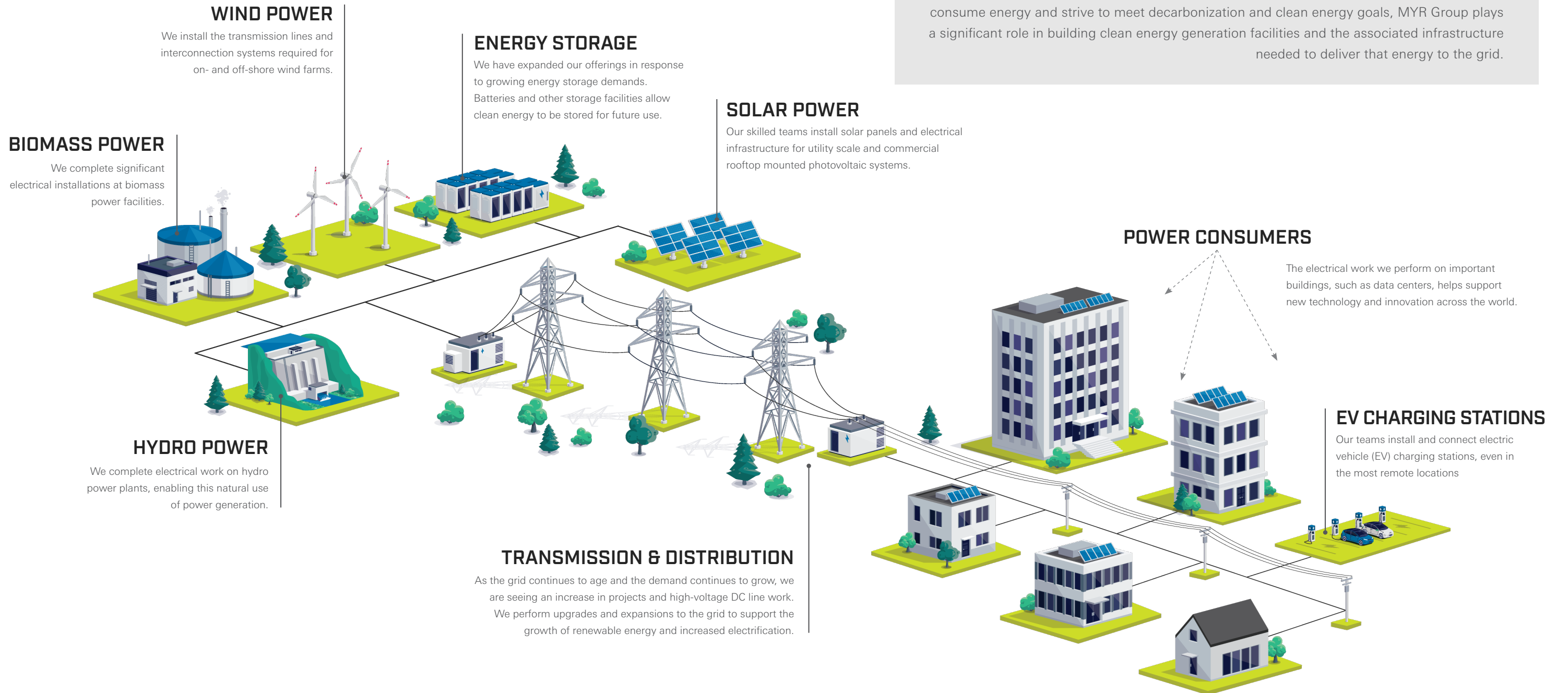
**Board Declassification**


By 2026, all board members will stand for annual elections. Declassification offers increased accountability and shareholder participation in the company's Corporate Governance



# OUR ROLE AS CLEAN ENERGY TRANSFORMATION PARTNERS

At MYR Group, we strive to help build a clean energy future. Our subsidiaries construct and maintain many of the electrical systems that power our nation, an expertise we have refined for more than 130 years. As companies across the globe evolve in how they produce and consume energy and strive to meet decarbonization and clean energy goals, MYR Group plays a significant role in building clean energy generation facilities and the associated infrastructure needed to deliver that energy to the grid.



 We don't just create connections that empower people – we create connections that help our partners achieve their energy goals.

*\*Graphic display is a simplified diagram showing the major components of a typical power grid.*



# ESG PRACTICES



Focusing on our carbon footprint, protecting the safety and well-being of our people, and supporting the communities where we live and work remain top priorities as we continue to provide critical electrical infrastructure services that help power a clean energy future.

The framework that guides our efforts is a parts-to-whole relationship between environmental stewardship, social sustainability, and corporate governance, surrounded by the focus on a safety-first culture.

**Within each section of this report, we will highlight the role these practices play in the responsible and sustainable growth of MYR Group.**





# SAFETY





# At MYR Group, Safety is Life

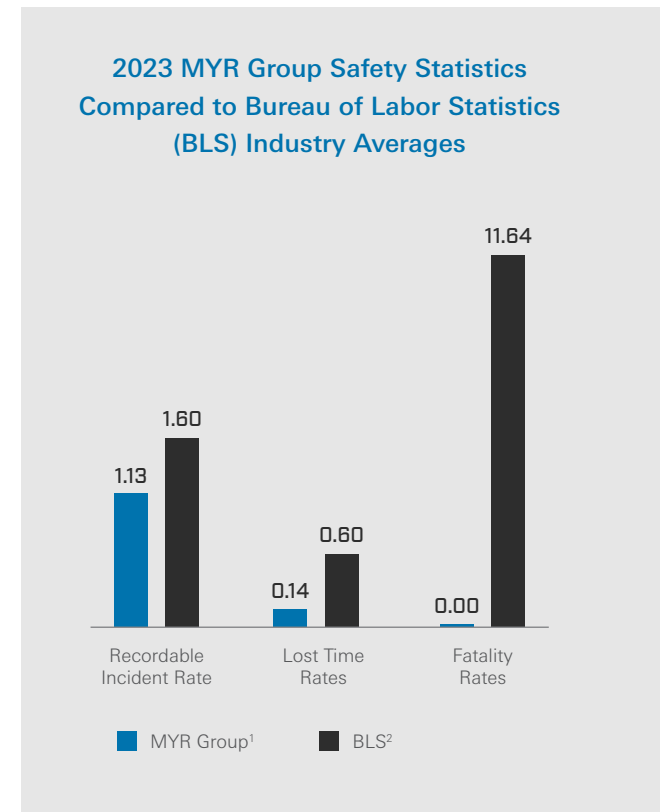
We understand the importance of promoting safety first while proactively developing our people with top-notch training, quality tools, and support.

*We pursue quality and safety while incorporating innovation into our actions.*

Safety is a state of mind that we seek to ingrain in our attitudes, values, goals, and behaviors, because we know simply having the best training, tools, equipment, processes, and procedures is not enough to keep us safe. We are proud of our behavioral commitment to safety, a strong culture built on leadership, employee dedication, top-notch training programs, and industry involvement, all alongside a focus on innovation and improvement.

Our dedication and efforts help to maintain our reputation as a top specialty electrical contractor.

Safety is an MYR Group core value. Our companies strive to deliver the best safety training, tools, equipment, support, and monitoring to every employee with the goal that all employees return home injury-free.



<sup>1</sup>MYR Group safety statistics excludes Powerline Plus Ltd. acquired in 2022. Statistics for Powerline Plus Ltd. are anticipated to be incorporated starting with the 2025 Sustainability report.

<sup>2</sup>BLS statistics are based on BLS industry categories that correspond to MYR Group's Commercial and Industrial (C&I) and Transmission and Distribution (T&D) business segments (NAICS Code 23821 for C&I and 23713 for T&D). This report combines rates of T&D with C&I and combines NAICS 23821 with 23713. Both combined rates adjusted for the proportional hours worked by MYR Group employees in each segment and corresponding BLS industry category. BLS rates are from 2022 as 2023 statistics were not available at the time this report was published.



## OSHA ET&D PARTNERSHIP

In August 2004, MYR Group and five other founding member companies, in partnership with OSHA, joined together to improve safety for workers in the electrical line construction industry. For twenty years, the Electrical Transmission & Distribution (ET&D) Partnership has been instrumental in reducing injury and fatality rates across the industry, a commitment that was renewed for five more years by MYR Group and all 11 other current partner companies in October 2023. The ET&D Partnership has pioneered improvements in training through the 10-hour line worker training program and the 20-hour supervisory leadership program.



## NECA 2023 SAFETY AWARDS

Thirteen districts within five MYR Group subsidiary companies received NECA's Recognition of Safety Achievement, an elite safety program which recognizes and awards companies that excel in the field of health and safety. The program examines company OSHA records, safety practices and policies, and overall compliance levels.

The awards are divided into two categories:

### ZERO-INJURY AWARD:

- E.S. Boulos Company
- Harlan Electric Company
- The L.E. Myers Co.

### SAFETY EXCELLENCE AWARD:

- E.S. Boulos Company
- Harlan Electric Company
- The L.E. Myers Co.
- Sturgeon Electric Company, Inc.
- Sturgeon Electric California

## WE STRIVE FOR EXCELLENCE THROUGH VARIOUS FACETS OF OUR SAFETY PROGRAM:



Exceptional Management Support



High Degree of Employee Involvement



Innovative Company Programs



Training & Orientation



Industry Involvement



Personal Certifications & Achievements



Industry-Leading Safety Statistics



Industry Recognition & Awards



# Training & Development

We prioritize the training and development of our employees with the goal of equipping them with the latest, most comprehensive, and most accurate information possible.

Through a combination of quality programs that focus on both tactical skills and human behavior, we believe we can improve employee performance, increase engagement, reduce turnover, and enhance morale.

MYR Group subsidiaries recognize the importance of proper orientation for newly hired field employees, and all are required to complete

MYR Group's New Hire Orientation Program at the time of hire or rehire. In alignment with our safety culture, we believe the rewards reaped from strong safety performance and healthy employees are priceless.

## Example Trainings Offered:

Driver Safety (including Smith System Driver Improvement Institute)	Back to Basics (Annual Training)
OSHA ET&D Partnership Best Practices	Safe Work Practices
Hazardous Materials	Project Management
Human and Organizational Performance/Potential	Live Line/Energized (Barehand)
First Aid/CPR/AED	Wire Stringing and Rigging
OSHA 10-, 20- & 30-Hour	Confined Space Entry
OSHA ET&D Partnership Quarterly Refreshers	Trenching and Excavation
Tools/Vehicles/Equipment/PPE	Distribution and Transmission Grounding, Bonding, EPZ
New Hire Orientation (including Policies and Procedures)	Energy-Based Safety
Arc Flash	Hazard Communication/WHMIS/GHS
Electrical Awareness	Fall Protection
Energized Electrical Work	Pole Top, Bucket and Tower Rescue

**50,900+**

WORKHOURS OF TRAINING

**8,400+**

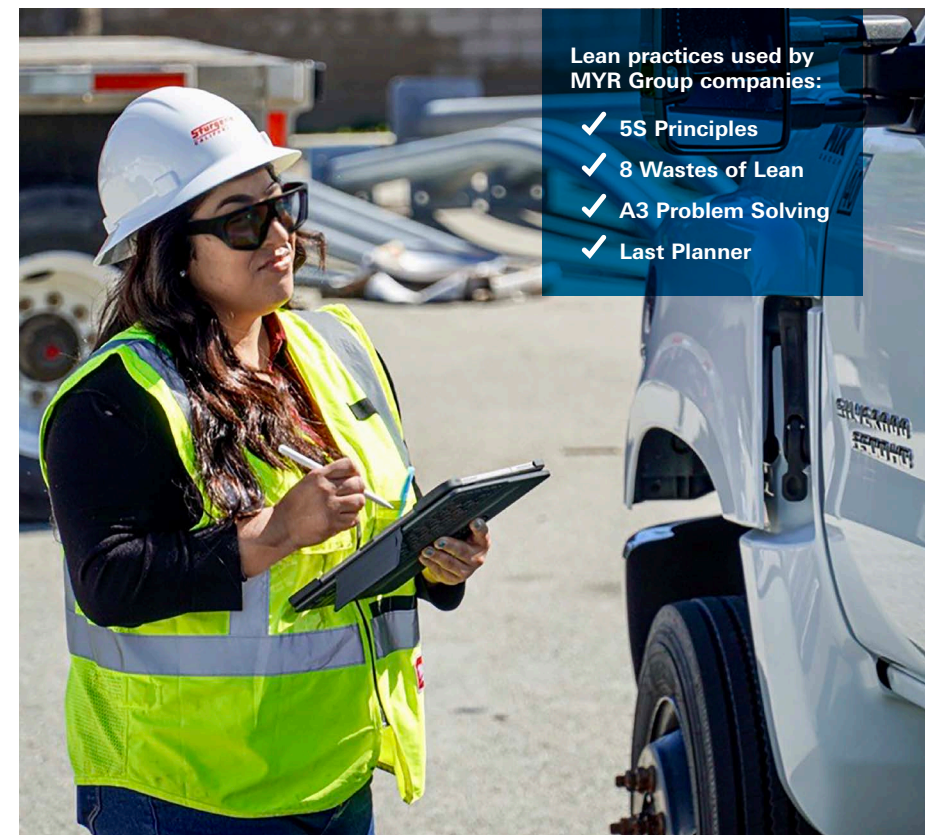
EMPLOYEES TRAINED

**4,300+**

INDIVIDUAL CLASSES



:60 Seconds for Safety is MYR Group's weekly safety newsletter from Rick Swartz, the President and CEO of MYR Group. The newsletter is distributed to all employees and provides a timely safety topic and our weekly overall safety performance.



Lean practices used by MYR Group companies:

- ✓ 5S Principles
- ✓ 8 Wastes of Lean
- ✓ A3 Problem Solving
- ✓ Last Planner

## LEAN PRINCIPLES AND PRACTICES

Our construction philosophy embraces innovative approaches and continuous improvement with the goal of creating greater value for our clients, stakeholders, and communities. Both of our business segments utilize Lean practices to enhance project execution and pursue exceptional achievement in safety, quality, and productivity. By embracing Lean practices, our companies strive to create a strong safety culture and possess a proven framework to effectively plan projects, identify challenges, and overcome obstacles.



# Quality Assurance and Control

We work directly with clients to help establish QA/QC programs to best suit their needs. We confirm project-related activities are compatible with contract requirements and provide measures for the purpose of verifying that construction work and materials comply with applicable specifications and standards.

Our subsidiaries use QA/QC programs that include operating instructions, training materials, and troubleshooting guides that conform to specified commissioning requirements. Our companies also verify that commissioning tests are properly and completely documented for each project.

By emphasizing safety, quality, and commitment, we meet our clients' needs while delivering project success.



## Procurement

Establish procedures to verify scope requirements are included or referenced in procurement documents. Procurement documents require suppliers to provide services and materials that are consistent with our requirements or owner specifications, whichever are most stringent.



## Document Control

Establish/document measures to control the issuance and revision of guiding documents that prescribe activities affecting quality. Such measures will help confirm that documents are reviewed for adequacy and accuracy and approved by authorized personnel.



## Performance

Establish measures, procedures, inspections, etc. to ensure purchased items and services conform to procurement specs.



## Installation / Construction

Establish program for inspection of material installation and construction activities as required. Inspections are performed to verify conformance to the instruction, procedures, and drawings related to the activity.

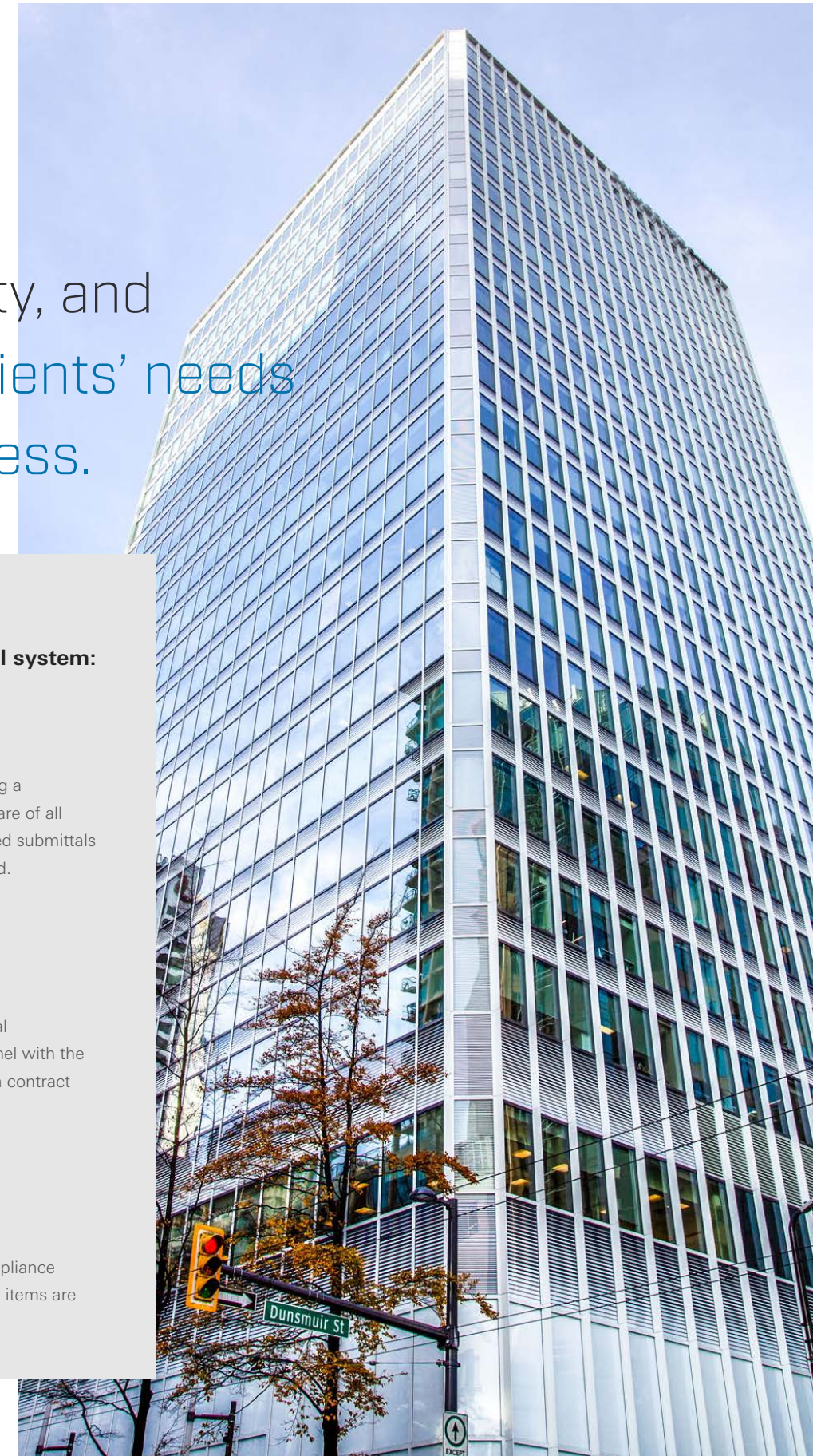


## Testing / Commissioning

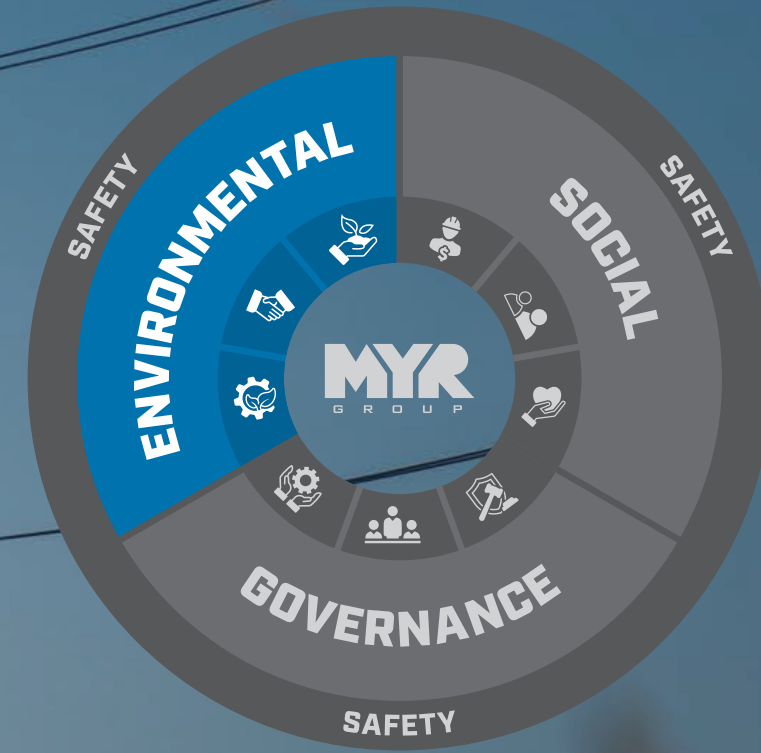
Perform testing and commissioning on equipment and civil materials such as concrete, compaction, gradation, etc. Establish program to identify and document all testing needs, and ensure testing is performed in accordance with the project requirements.

**Our companies' programs are generally administered using a three-phase control system:**

- 1** PREPARATORY PHASE  
 Intended to confirm all personnel performing a Definable Features of Work (DFOW) are aware of all applicable requirements, and that all required submittals and quality verification have been performed.
- 2** INITIAL PHASE  
 An observation of the DFOW during its initial construction, presenting the project personnel with the opportunity to verify the work complies with contract requirements.
- 3** FOLLOW-UP PHASE  
 The ongoing verification that work is in compliance with contract requirements, and any rework items are being corrected or completed.







Operating Responsibly

Long-Term Partners

Reducing Our Impact on Projects

# ENVIRONMENTAL STEWARDSHIP



# Operating Responsibly

With an eye towards reducing our carbon footprint and improving our clean resources, we promote internal programs and encourage other environmentally friendly measures. Initiatives we have undertaken to reach these goals include the use of LED lighting, turning off lights when not in use, using “rest” mode on electronics, and implementing occupancy sensors, recycling programs, and reduced paper use, to name a few.



**15%**  
Intensity Based  
Reduction Target in  
Scope 1 CO<sub>2</sub>e

## RECYCLING SCRAP MATERIAL

MYR Group subsidiary Huen Electric has taken a unique approach to philanthropy by turning salvage materials from project sites, particularly scrap copper and aluminum, into substantial donations for local charities. The proceeds generated from selling these salvageable materials serve as the primary financial resource for the Rabbit Committee’s charitable donations, and Huen Electric has contributed more than \$70,000 to various charitable organizations over the last three years.



## MEASURING OUR GREENHOUSE GAS EMISSIONS

In an effort to responsibly manage our carbon footprint in an environmentally conscious and sustainable way, we have calculated an estimate of our Scope 1 and our Scope 2 Greenhouse Gas (GHG) emissions for 2023.

We disclose our Scope 1 and Scope 2 emissions in accordance with the GHG Protocol corporate standards as recommended by the EPA’s Center for Corporate Climate Leadership. Our Scope 1

metrics address both the direct GHG emissions from the natural gas used to heat our offices (stationary combustion) as well as the emissions used by our fleet vehicles (mobile combustion). Our Scope 2 emissions focus on the indirect GHG emissions associated with our purchase of electricity. Additional details on our GHG emission calculation methodology and our SASB and TCFD environmental disclosures can be found in the appendix of this report.

### GHG EMISSIONS

#### Scope 1 Direct

Metric Tons CO<sub>2</sub>e **74,394\***

#### Scope 2 Indirect

Metric Tons CO<sub>2</sub>e **2,701\***

Electricity from Grid **100%**

Total kWh Electrical Power Usage / Aggregate Energy Consumption **6,250,021**

*\*Carbon Dioxide Equivalents*

### TARGETS

➡ We seek to do more than simply disclosing our impact on the environment. It remains our aspiration to achieve a 15% reduction in our use of Scope 1 carbon-based fuels on an intensity basis by 2031, using our 2021 numbers as a baseline.



## WATER STEWARDSHIP

Water is integral to life, and it is a precious commodity worldwide. For that reason, we know the importance of our water usage as a company. We strive for our water usage to be conservative and rational, and to adapt such usage to best suit our world, our communities, our employees, and our customers.

To help us better manage our consumption, we believe it is important to track our overall usage. We have calculated that in 2023 we used approximately 40,138 centum cubic feet of water. Additional details on our water consumption calculation methodology disclosures can be found in the appendix of this report.



We strive to reduce waste and implement measures that minimize our impact on the environment.

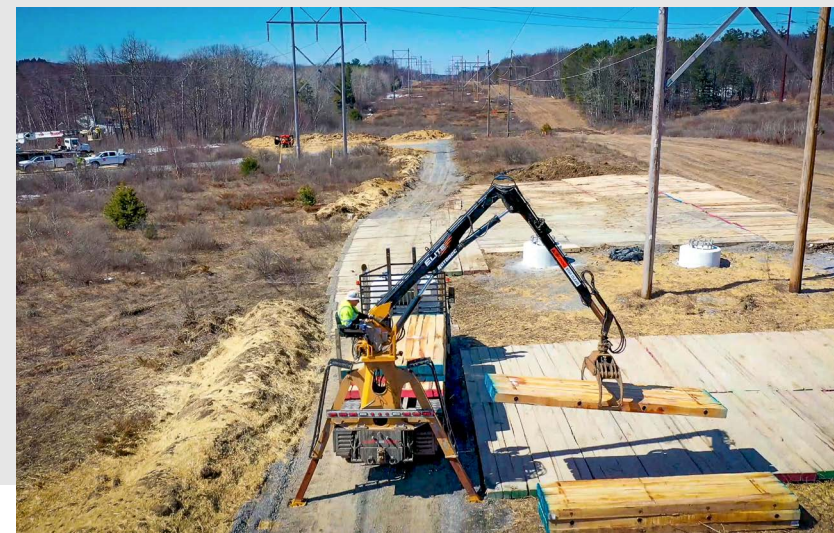


# Reducing Our Impact on Projects

Because our work affects our clients, their customers, communities, and the environment, we endeavor to conduct our business in a way that supports our vision to respect the environment, maintains prudent decision-making, and provides enduring value.

## COMPLIANCE STANDARDS & REQUIREMENTS

- Hazardous materials management
- Waste management
- Spill prevention control and countermeasure
- Storm water pollution prevention plans (SWPPP)
- Dust control
- Land preservation and restoration



## CENTRAL EAST ENERGY CONNECT

In modernizing 93 miles of 345kV transmission lines tasked with delivering 80% of New York State's clean energy to its citizens, this project relieves a bottleneck in the New York state power grid, improving system reliability, increasing efficiency, and enhancing statewide accessibility to renewable energy.

MYR Group subsidiaries L.E. Myers and MYR Energy Services together replaced the outdated infrastructure while remaining in adherence to the state's stringent Article VII environmental regulations.



# Long-Term Partners in the Clean Energy Transformation

MYR Group is proud to have been involved in the clean energy market for decades and expects to continue to expand that involvement as the desire and demand for clean energy continues to grow. We recognize the importance of supporting clean energy solutions and are honored to provide our experience to contribute to the evolving energy landscape around us. The following projects are a small sampling of our clean energy projects and capabilities.

## PEREGRINE SOLAR

Providing turnkey, EPC services for a 405dc solar photovoltaic power plant in Texas with more than 750,000 solar modules on a 2,000-acre site, with a 34.5/12.47kV substation.



## BARTONSVILLE SOLAR

New construction for EPC 162.5MW / 130MWac solar project in Virginia including a collection substation and a point-of-interconnect switchyard.



## SPEEDWAY SOLAR LINE INTERCONNECT

The project includes a 345/34.5kV greenfield substation and a greenfield 345kV eight-structure transmission line as part of a solar development in Indiana.

## NEW ENGLAND CLEAN ENERGY CONNECT

Providing turnkey installation and upgrades to six substations associated with the New England Clean Energy Connect (NECEC) HVDC transmission line that interconnect hydropower and other clean energy generation to the New England Grid.

## SIERRA ESTRELLA ENERGY STORAGE

Provided high voltage installations of batteries, transformers, all associated wiring, and interconnections, and the assembly of the 230/34.5kV substation for a 250 MW / 1,000 MWh battery energy storage (BESS) system in Arizona, which is intended to function as an extension of the existing public utility facility.

## PORTLAND COMMONS CAMPUS DEVELOPMENT

Providing electrical scope of work for new, 580-bed, nine-floor dormitory in Maine, which was engineered to use significantly less energy than traditional buildings, and electrical infrastructure for companion parking structure which included the installation of 58 electric vehicle charging stations.



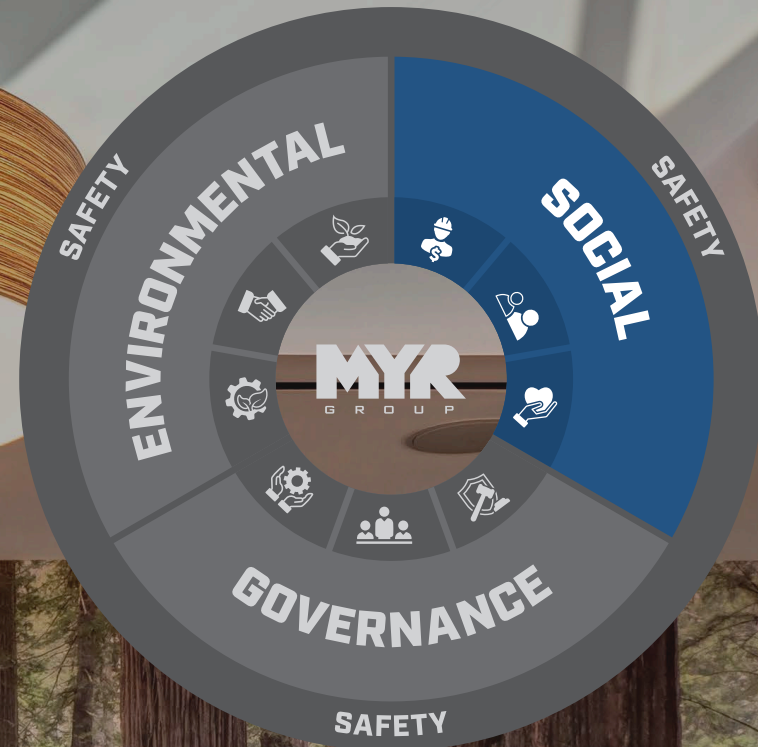
With our robust project experience in the renewable energy sector, we are passionate about leveraging our expertise to contribute to the clean energy transformation around the United States and Canada.







# SOCIAL SUSTAINABILITY



  
Investing In Our People

  
Diversity, Equity, and Inclusion

  
Giving Back to Our Communities



# Investing In Our People

Our people are the heartbeat of MYR Group.

They are a critical part of our business, our culture, and our future as an organization. With that in mind, we strive to provide work environments that are safe, inclusive, and ethical.

## BENEFITS & WELLNESS PROGRAM

The safety, health, and well-being of our employees are cornerstones of our strong work culture. The health and happiness of our workforce has long been foundational to the company's success, and we strive to build upon both through our benefits and wellness programs.

Our competitive benefits package continues to offer low-cost, comprehensive medical, dental, and vision coverage for our employees and their families. We support our employees through programs that promote physical, financial, and mental well-being including 401(k) matching up to 6%, life insurance, disability coverage, no-cost flu shots, and flex spending accounts. At MYR Group, we believe in the importance of prioritizing mental health to improve overall quality of life. With this in mind, in early 2023 our medical benefits were expanded to include Thriveworks- an extensive mental health network with over 400 locations and access to more than 2,200 licensed clinicians.

We are also increasing the ThrivePass wellness funds allocated quarterly to eligible employees, now providing up to \$1,200 per year.

To support the continued development and growth of our employees, we offer education plans and tuition reimbursement as well as several learning management programs.

## EMPLOYEE DEVELOPMENT

Employee development resources form a framework for continuous learning and growth. With access to resources including LinkedIn Learning, Microsoft Learning, and other leading content providers, our workforce can access diverse online learning courses. Instructor-facilitated courses add an interactive dimension, while online courses cater to individual preferences, helping to provide flexibility in the learning journey.



## A LEARNING ORGANIZATION

We strive to provide a stimulating, ethical, and safe working environment where our people can flourish personally and professionally.

**9,022**

Courses completed in the online MYR University

**6,139**

Compliance training courses completed in the online MYR University

**1,143**

Employee development courses completed

**59**

Employees graduated the CORE leadership program

## PROJECT MANAGER PROGRAM

In 2023, several of our subsidiaries implemented hands-on trainings for project managers. These trainings are delivered through a Project Management Training Program (PMTM). The PMTM represents a significant investment in the development and continued education of project managers, with the intent of retaining and attracting talented and driven individuals. Project managers enrolled in the PMTM embark on a five-week, 40-hour training course, which guides them from the inception of a sample project through the entire project management life cycle with the goal of bolstering the confidence and skills needed to thrive in their careers.



## ESTIMATOR TRAINEE PROGRAM

MYR Group offers our employees a three-year T&D Estimator Trainee Program with the goal of equipping aspiring estimators with the skills needed to be successful in the position. During this time, participants get experience estimating jobs with the help of a mentor, establishing relationships with crew members, and familiarizing themselves with the ins and outs of the role.

## CORE LEADERSHIP

Our leadership development initiatives aid in fostering a culture of responsible and forward-thinking leadership. Our CORE leadership development program, currently in its sixth year, continues to help hone the skills of our high-potential leaders. To support new leaders, we have introduced tailored leadership development offerings specifically designed to support and empower those individuals as they navigate their roles. We have also established a library of resources that leaders can access, providing a knowledge repository for continuous learning and development.



# Equity and Inclusion

We embrace diversity and inclusion as vital ingredients to our success.

We believe a mix of backgrounds, identifies, ages, educations, and thoughts in the workplace empower us with the unique and complex experiences of each of our individual employees. That uniqueness, combined with a belonging that stems from the common cause and purpose instilled throughout the company, will enable us to confront and overcome many of the challenges posed to our industry and our communities. To this end, we strive to promote practices and policies in our recruiting, hiring, and promotions with the goal of cultivating our diverse and unique group of employees.

To provide informed, authentic leadership for diversity and inclusion, MYR Group and our subsidiaries are taking steps to:

- **Exercise visible leadership** by publicly promoting the benefits of diversity and identifying and acting on new strategies that lead to greater effectiveness.
- **Develop and implement diversity recruitment and onboarding initiatives** to help leaders design specific and concrete steps to expand representation and engagement from diverse communities within their teams.

- **Promote a culture of inclusion** that creates a space for all employees to contribute, including creating employee resource groups to foster conversations, and guides our leadership teams through educational opportunities.
- **Continue in the support and creation of Employee Resource Groups (ERGs)**, which are groups for employees to join based on shared characteristics or life experiences. Their purpose is to provide fellowship, friendship, and support for members, while aiding in career and personal development and contributing to the organization’s vision and values.



**We are continuing our efforts to build a company that future generations can be proud of. A place where our employees are valued, driven to positively support our customer partnerships and business objectives, and recognized for their contributions. We constantly strive to empower each of our employees to contribute their unique perspectives to strengthen our decision-making processes.**

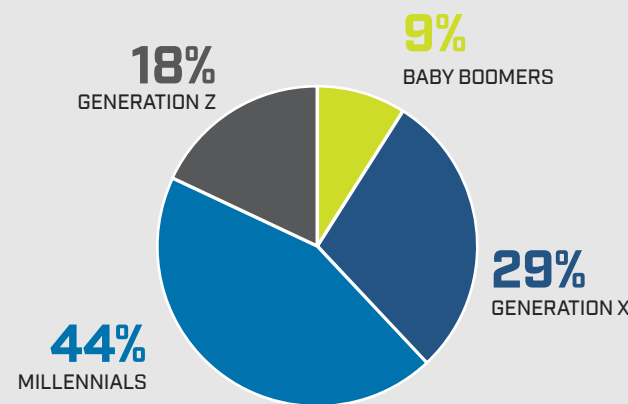


## BACKGROUNDS AND IDENTITY

MYR Group employs people from varying and complex backgrounds, each one of them making us better. We seek a broad mix backgrounds and identities at all levels of the organization to bring out the best in the company and its employees.

## AGE

At MYR Group, generations have always worked side by side, and age gaps spanning multiple decades are common. What is unique is the scope of today’s workplace, with four generations making up our mix of talented employees. Our age-diverse workforce increases innovation and productivity because of the shared knowledge and opinions gained and developed at different points in life. Such sharing sparks novel ideas and solutions while also providing priceless education that helps avoid unnecessary mistakes.



## RECRUITING

We are developing inclusive recruitment practices and targeting a broad range of candidates to help create a diverse workforce. For example, we are:

- Expanding job boards, increasing outreach to more schools, and interacting with diverse student populations.
- Working with veterans and military recruitment partners, including Military.com and RecruitMilitary.
- Partnering with InHerSight, to connect with women searching for a career change in a positive, uplifting environment.
- Fostering relationships and contributing to additional organizations and associations including the National Association of Women in Construction, American Association of Blacks in Energy, the Center for Energy Workforce Development, and The Energy Council.

## EDUCATION

We believe there is immense value in employing those with varying levels and types of education. A wide variety of educational experiences are vital in cultivating diverse sets of knowledge and the thought processes necessary for addressing the challenges of our modern world. Most of the Company’s employees, including much of its upper management, are educated through an electrical apprenticeship. This provides both classroom and field education required for performing and understanding our work. MYR Group also seeks to provide the training and education to make our employees successful and knowledgeable, from classroom to field education.



# Giving Back to Our Communities

In addition to serving our customers and employees, we believe in supporting the communities in which we work and operate.

## CHARITABLE HIGHLIGHTS

2021-2023

**\$2.9M+**

### CHARITABLE CONTRIBUTIONS

MYR Group and its subsidiaries donated and raised more than \$2.9 million in the last three years to numerous charities

**130+**

### ORGANIZATIONS SUPPORTED

More than 130 nonprofits supported across the U.S. in the communities where we live and work

**8,100+**

### VOLUNTEER HOURS

More than 8,100 volunteer hours in employee and pro-bono electrical construction work

MYR Group continues to contribute to causes that improve the communities where we live and work. We give nationally to large nonprofit organizations and locally by supporting hospitals/ healthcare foundations, school districts, youth nonprofits, homeless shelters, food banks, and several other local charities. We believe in coming together for the greater good and stepping up to help our neighbors in need.

We volunteer time and contribute funds to support meaningful charitable causes that protect, preserve, and enhance our society. Our electrical professionals have provided pro-bono services such as renovating and restoring power for local establishments that give back to the community and partnered with construction companies to donate labor and services to restore electrical infrastructure of local safe homes and homeless shelters.

We look to make meaningful, positive impacts in our communities by bolstering community-driven efforts and by contributing time and funds to support meaningful charitable causes that help enhance our society.



We volunteer time and contribute funds to support meaningful charitable causes that protect, preserve, and enhance our society.



## CONTRIBUTING TO CAUSES WE CARE ABOUT

As long-standing members of our communities, we understand the magnitude of our actions and connections. We take pride in being a well-respected and trusted brand, an active neighbor, and an influential community partner.

Through our charitable giving, volunteer efforts, and local partnerships we focus on aligning our efforts with our values and vision to create connections that empower people.

### Our Years Supporting Charities

- 13** Food For Thought
- 12** National Breast Cancer Foundation
- 8** Freedom Service Dogs of America
- 7** American Cancer Society
- 7** Leukemia & Lymphoma Society
- 6** American Heart Association



# Industry Involvement & Memberships

We believe in being an involved member and partner to industry organizations and groups that support strategic industry initiatives.

Our memberships, partnerships, and sponsorships reflect our values while strengthening our ESG efforts.

Here are a few examples of our industry partnerships and memberships. [➔](#)

## OSHA Voluntary Protection Program

OSHA's Voluntary Protection Program (VPP) STAR status is the highest recognition level awarded by OSHA for workplace safety and health. We are proud to have two subsidiaries that have maintained VPP STAR status since 2008. By continually elevating our safety programs, we not only meet industry rules and standards but exceed them.

## Edison Electric Institute

As a member of Edison Electric Institute (EEI), we are proud to support their initiatives, events, and vision. Organized in 1933, EEI provides public policy leadership, strategic business intelligence, and essential conferences and forums. As an internationally recognized organization, members of the EEI commit to knowledge sharing opportunities, professional guidance, and resources that benefit the industry.

## Electrical Transmission & Distribution Partnership

In 2004, MYR Group was one of the five founding companies of the Electrical Transmission & Distribution Partnership (ET&D), which highlights an alliance of corporations, organizations, and government agencies to promote the first-ever industry-specific safety initiative. This formal collaboration of industry stakeholders helps establish the new and best practices for safety excellence for our nation's line workers. It is one of only a few national partnerships between employers and OSHA.

## EUCI Leadership Conference for Women in Energy

MYR Group is proud to promote and encourage women in leadership and networking within the energy industry. As a continuous sponsor since 2016, MYR Group representatives are active participants in events that promote knowledge sharing, collaboration, and professional networking.

## Trade Associations, Apprenticeship Organizations, and Labor Unions

We maintain partnerships with nationwide line schools and electrical apprenticeship training programs, are actively involved in industry boards and committees, and work collaboratively with local union halls through the International Brotherhood of Electrical Workers (IBEW) and National Electrical Contractors Association (NECA).

## Center for Energy Workforce Development Membership

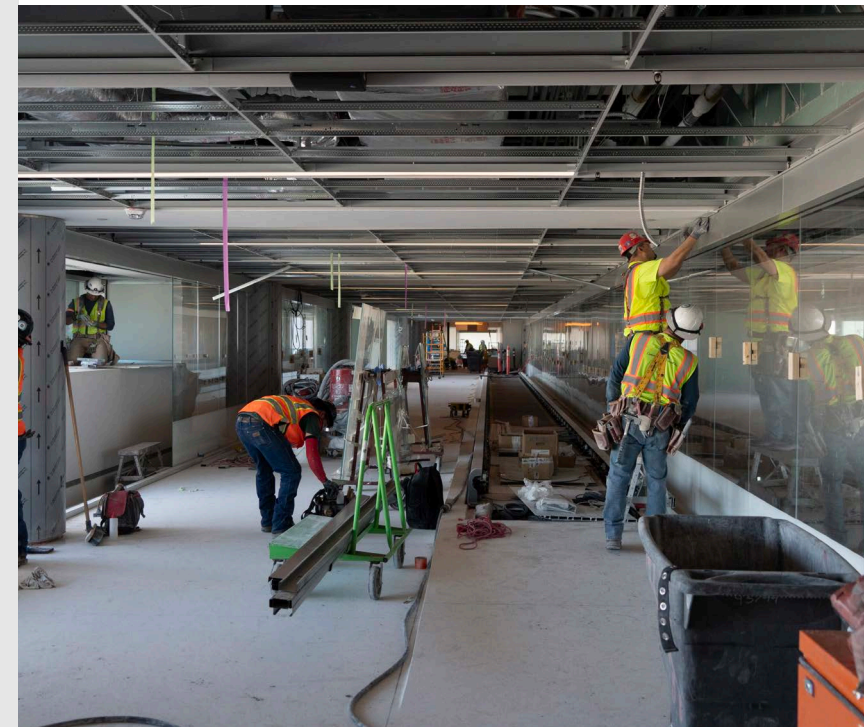
Center for Energy Workforce Development (CEWD) is a non-profit consortium of electric, natural gas, and nuclear utilities and their associations. More than 120 utilities, organizations, and unions are working in partnership and engaging educational institutions and government entities to ensure the energy industry is poised to recruit and retain the best and brightest talent. It includes Get into Energy and Troops to Energy programs.



## PARTNERING WITH VENDORS & SUBCONTRACTORS

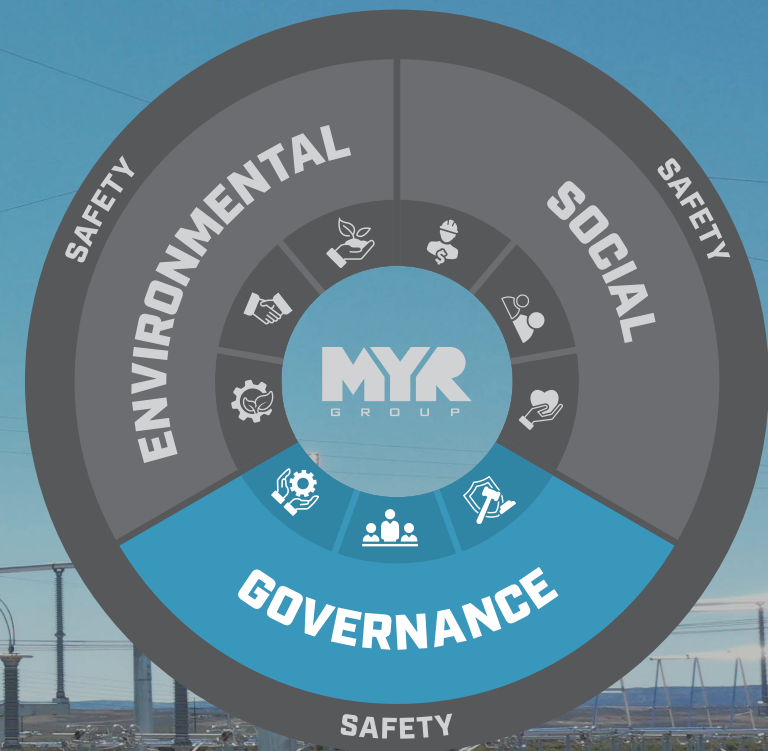
We believe in the fair consideration of suppliers in our day-to-day procurement of materials, equipment, and services. We understand the importance of having a varied supplier base and strive to provide opportunities for disadvantaged, women, minority, and other vendors that have been certified by a federal/state/or local government.

We have an established network of diverse firms from whom we solicit bids to help fulfill our project commitments. This is also in an effort to provide a competitive edge in producing high-quality, low-cost, and innovative products and services. Subcontractors undergo a review of safety performance, operating capabilities, and financial strength prior to the start of our projects.



Providing supplier diversity training, workshops, technical assistance, and educational support allows our team to achieve successful and on-time project delivery.





Corporate Governance



Emphasis on Strong Board Composition



Establish Policies and Guidance

# GOVERNANCE



# Board Composition

MYR Group’s Board of Directors (Board) sets high standards for the company’s employees, officers, and directors. Implicit in these standards is the importance of sound corporate governance. It is the duty of the Board to serve as a prudent fiduciary for shareholders and to oversee the management of the company’s business. To fulfill its responsibilities and to discharge its duty, the Board follows the procedures and standards that are set forth in the corporate governance principles, company by-laws, and committee charters. These guidelines are subject to modification from time to time as deemed appropriate in the best interest of the Company or as required by applicable laws and regulations.

Additionally, in 2023 our shareholders approved the declassification of our Board. By 2026, all Board members will stand for annual elections, which offers increased accountability and shareholder participation in the Company’s Corporate Governance.

MYR Group’s Board sets high standards for the Company’s employees, officers, and directors.

## DIRECTOR DIVERSITY

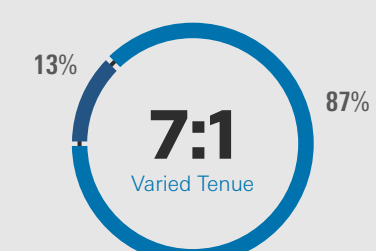
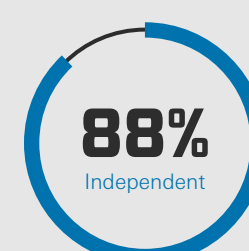
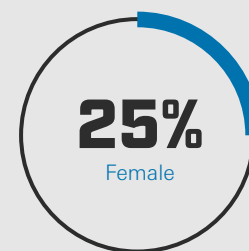
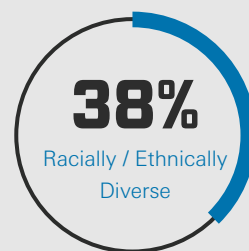
We believe a well-rounded Board is a critical component of creating long-term value for our shareholders, embodied in our Corporate Governance Principles, which places value on diversity in the director nomination process. The Nominating and Corporate Governance Committee strives to select nominees with complimentary and diverse skills, backgrounds, and experiences. Varied backgrounds are key to providing effective governance, advice on the company’s operations, and strong business risk and opportunity assessments which strengthen our overall performance.

Seven new directors have joined our Board since 2016 and three of our current directors are female or racially/ethnically diverse.

Through our Corporate Governance Principles, we establish the policy that directors will not be nominated for reelection or reappointment to the Board after reaching the age of 72. This policy allows for varied director tenure and an increase in diversity of composition and perspective.



### KEY BOARD MEMBER STATISTICS



Our board currently includes two women, one of whom is of Middle Eastern descent, a descendant of India, and two non-US citizens.





# Corporate Governance

Our Nominating, Environmental, Social, and Corporate Governance Committee (NESG) evaluates and monitors various ESG policies, procedures and processes that could affect our performance and reputation.

The primary responsibilities of the NESG Committee and relationship to the Board include, but are not limited to:

- ✓ Developing recommendations to the Board with respect to the adoption of environmental and social policies, systems, strategies, and initiatives
- ✓ Advising on corporate governance matters, including the ongoing review and assessment of the Board's Corporate Governance Principles
- ✓ Assisting in identifying, evaluating and monitoring environmental, climate, health, safety, social, and public policy trends, issues and concerns and other corporate responsibility matters that could affect MYR Group's business activities, performance and reputation
- ✓ Overseeing the self-evaluation of the Board and the Board's committees
- ✓ Identifying and recommending individuals qualified to serve as directors on the Board
- ✓ Assisting in determining whether the Company has appropriate policies, management systems, strategies, and initiatives in place
- ✓ Advising on the Board's size, composition, procedures, and committees

The NESG committee meets between two and four times a year **to discuss ESG matters.**



# Company Policies

We have a Code of Business Conduct and Ethics (the “Code of Ethics”) policy applicable to all our directors, officers, and employees. The Code of Ethics promotes honest and ethical conduct, full and complete public communication, and compliance with applicable laws, rules, and regulations. Our Code of Ethics articulates our commitment to diversity, the environment, and corporate governance principals.

Our policy seeks to promote practices that cultivate diversity in employee recruitment and in the utilization of subcontractors and suppliers. Further, the policy directs employees across the company to report any behavior that is not consistent with MYR Group’s practices and policies.

Moreover, we promote environmental awareness across the company. Employees are required to comply with all applicable environmental laws and permitting, prevent pollution, reduce the consumption of resources through waste management strategies, and incorporate energy efficiency measures into our operations where commercially and economically feasible.

Our Board of Directors’ Corporate Governance Principles also assists the Board with their responsibilities to confirm compliance with governing law and our policies.

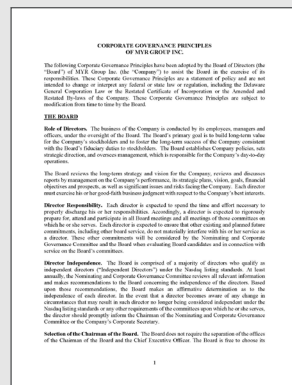
Our corporate governance materials, including our Certificate of Incorporation, Amended and Restated By-Laws, committee charters, Corporate Governance Principles, Code of Ethics, and other corporate governance related materials are available on our website at: [www.myrgroup.com](http://www.myrgroup.com).



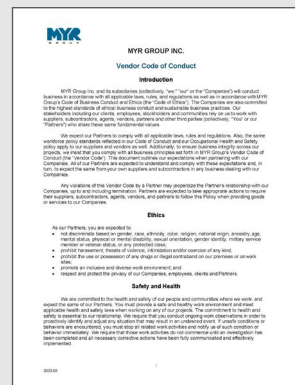
## CORPORATE POLICIES



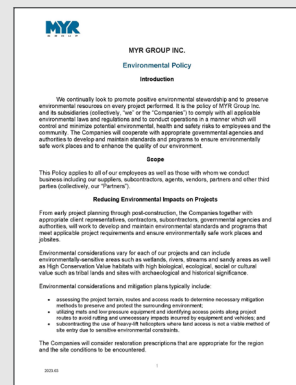
**CODE OF BUSINESS CONDUCT AND ETHICS**  
*(click to view)*



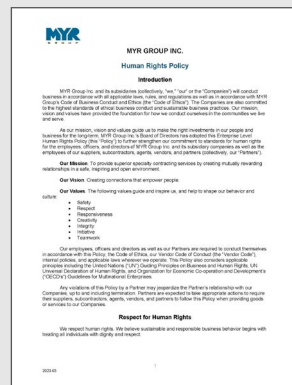
**CORPORATE GOVERNANCE PRINCIPLES**  
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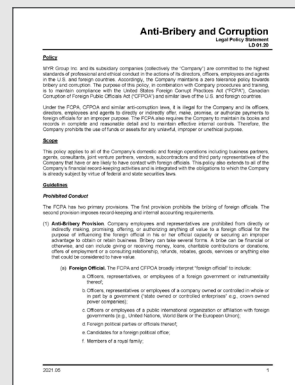
**VENDOR CODE OF CONDUCT**  
*(click to view)*



**ENVIRONMENTAL**  
*(click to view)*



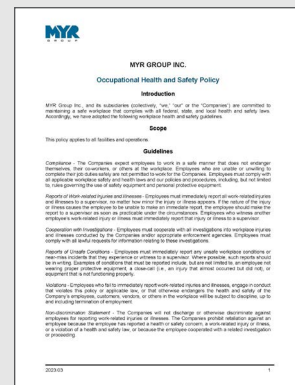
**HUMAN RIGHTS**  
*(click to view)*



**ANTI-BRIBERY AND CORRUPTION**



**ANTI-HARASSMENT AND ANTI-RETALIATION**



**OSHA POLICY**





# APPENDIX



MYR Group endeavors to provide disclosures and other information relevant to its ESG efforts within the framework and guidelines of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

SASB is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. A “SASB Reference Table” is included as an appendix to this report with disclosures relating to Engineering & Construction services. While we report information on nearly all SASB metrics and topics areas, we may provide different units of measure, different metrics, or partial information for the topic area.

TCFD is a reporting framework for voluntary climate-related financial risk disclosures. A “TCFD Reference Table” is also included as an appendix to this report and includes disclosures on governance, strategy, risk management, metrics, and targets.

# SASB/TCFD SUMMARY TABLE

TOPIC	ACCOUNTING METRIC	CATEGORY	SASB CODE	DISCLOSURE OR LOCATION
<b>Environmental Impacts of Project Development</b>	Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	IF0301-01	None  MYR Group addresses environmental risks associated with its projects through its Environmental Policy. Found at <a href="http://myrgroup.com/why-my-r-group/sustainability">myrgroup.com/why-my-r-group/sustainability</a>
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion and Analysis	IF0301-02	As a specialty electrical contractor, MYR Group does not generally dictate project siting or design. However, from early project planning through post-construction, MYR Group, together with appropriate client representatives, contractors, subcontractors, governmental agencies, and authorities, work to develop and maintain environmental standards and programs that meet applicable project requirements, facilitate compliance with environmental laws and regulations, and ensure environmentally safe workplaces and jobsites.
<b>Structural Integrity &amp; Safety</b>	Amount of defect and safety-related rework costs	Quantitative	IF0301-03	Amount of safety-related re-work – \$0 Amount of warranty re-work – \$580,000 <sup>1</sup>
	Total amount of monetary losses as a result of legal proceedings associated with defect and safety-related incidents	Quantitative	IFO301-04	Monetary losses associated with defect incidents – \$0. Monetary fines associated with safety-related incidents – \$0 (Closed OSHA Citations)
<b>Workforce Health &amp; Safety</b>	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	IFO301-05	MYR Group companies had a recordable incident rate of 1.13, a lost time incident rate of 0.14, and zero workplace fatalities.  MYR Group is investigating the feasibility of tracking such data for future disclosures.
<b>Lifecycle Impacts of Buildings &amp; Infrastructure</b>	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	IFO301-01	MYR Group does not determine if its projects will be certified to a third-party multi-attribute sustainability standard and may not be aware if a client or project owner is seeking such certification.
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design.	Discussion and Analysis	IFO301-10	MYR's policy on energy and efficient water use for activities it can control can be found at <a href="http://myrgroup.com/why-my-r-group/sustainability">myrgroup.com/why-my-r-group/sustainability</a>  MYR Group is not involved in the water design or installation on its projects.
<b>Climate Impacts of Business Mix</b>	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	Quantitative	IFO301-06	MYR Group provides specialty electrical construction services for renewable-energy, hydrocarbon, and many projects that are both renewable-energy and hydrocarbon related, (mixed use projects) projects. Information is not provided or available that accurately indicates backlog as renewable, hydrocarbon or mixed use. MYR Group will continue to investigate the feasibility of this disclosure.
	Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	IFO301-01	None
<b>Business Ethics</b>	Amount of back log for non-energy projects associated with climate change mitigation	Quantitative	IFO301-08	MYR Group provides specialty electrical construction services for a multitude of projects and is not always aware if a client or project owner is seeking such mitigation. MYR Group is investigating the feasibility of tracking such data for future disclosures
	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index <sup>1</sup>	Quantitative	IFO301-11	None
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	Quantitative	IFO301-12	None
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	Discussion and Analysis	IFO301-13	MYR Group has a Code of Business Conduct and Ethics Policy (“Code of Ethics”) located at <a href="http://investor.myrgroup.com/corporate-governance">investor.myrgroup.com/corporate-governance</a> . Employees are required to read, acknowledge and abide by the Code of Ethics. Code of Ethics training is done annually. In accordance with the Code of Ethics, MYR Group maintains a hotline and website for anonymous reporting of bribery, corruption, and anti-competitive behavior (the “Hotline”). Posters with Hotline contact information are present at company offices and worksites. All Hotline events are fully investigated and forwarded to the Audit Committee of the Board of Directors. MYR Group maintains an Internal Audit Department focused on finding, investigating, and reporting breaches of the Company's Code of Ethics.

GENERAL ACCOUNTING METRIC DISCLOSURES	UNIT OF MEASURE	CATEGORY	DISCLOSURE
Number of active projects	Quantitative	IF EN 000.A	3,330
Number of commissioned projects	Quantitative	IF EN 000.B	1,740
Total backlog	Quantitative	IF EN 000.C	Total backlog as of December 31, 2023: \$2.537 Billion

<sup>1</sup>Refers to the cost of warranty re-work incurred related to MYR Group's contractual warranty obligations where explicitly tracked as such as of December 31, 2023. MYR Group acknowledges that non-warranty re-work may occur during a project and it actively tracks project quality, productivity, and profitability with the goal of minimizing rework.



# TCFD REPORTING

Reporting period January 1, 2023 – December 31, 2023



AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
<b>Governance</b>	Describe the Board’s oversight of climate-related risks and opportunities.	<p>MYR Group’s Board of Directors has ultimate oversight of MYR’s approaches to considering, evaluating, and integrating climate-related risks and opportunities throughout the organization. The Board receives reports from management on MYR’s progress, key issues and trends on a periodic basis. The Nominating, Environmental, Social, and Corporate Governance Committee of the Board of Directors (the Committee) has an integral role in executing the Board’s oversight of sustainability generally and the company’s climate change efforts. The Committee’s charter was substantially updated in 2021 to include sustainability, environmental and climate issues and concerns that could affect the company, climate-related risks and sustainability strategy.</p> <p>The Committee is responsible for assisting the Board and engaging with management in determining whether MYR Group has appropriate policies, management systems, strategies, and initiatives in place to address climate issues and provides recommendations for any needed changes or updates in each of these areas. As appropriate the Committee incorporates sustainability and climate risks in discussions concerning business strategy, plans of action, risk management policies, and business planning. The Committee regularly receives reports from the management regarding: (i) the company’s performance with respect to sustainability, climate matters and compliance with any related laws, (ii) significant proceedings relating to sustainability and climate risks in which MYR Group is or may become involved, (iii) significant legislation or regulations, judicial decisions, treaties, protocols, conventions or other agreements, public policies or other medical or scientific developments involving sustainability and climate issues that will or may have a material effect on the company’s business, and (iv) MYR Group strategy and initiatives in the areas of sustainability and climate risk.</p> <p>The Committee oversees MYR’s sustainability and climate objectives and considerations annually by reviewing, and, if necessary, making recommendations to the management and/or the Board on the company’s policies, programs, practices, data, targets, and progress concerning sustainability and climate issues. The Committee meets quarterly and is comprised of four independent directors. For more information on the roles and responsibilities of the Committee, please see the <a href="#">Committee Charter</a>.</p>
<b>Governance</b>	Describe management’s role in assessing and managing climate related risks and opportunities.	<p>Management of climate-related risks and opportunities is led by the Chief Executive Officer and shared across various departments including legal, finance, risk management and operations to address the challenges presented by climate change. Management meets at least quarterly and provides leadership and guidance on sustainability and climate related practices, policies, and initiatives; and helps drive sustainability through the business. Potential environmental, social and climate risks (including reputational risk) associated with MYR Group’s operations are discussed as well as mitigations of these risks. Management weighs the financial and operational benefits and costs of the various sustainability related initiatives.</p> <p>Management reports to the Board periodically and quarterly to the Nominating, Environmental, Social, and Corporate Governance Committee on the company’s progress, policies, management systems, strategies, and initiatives to address climate issues. Management provides the Committee with reports on the company’s performance with respect to sustainability, climate matters, MYR Group strategy and initiatives in the areas of sustainability and climate risk.</p> <p>Please see MYR’s Environmental Policy at <a href="https://myrgroup.com/why-my-group/sustainability/">https://myrgroup.com/why-my-group/sustainability/</a> for more information on MYR’s efforts for addressing environmental impacts.</p>
<b>Strategy</b>	Describe the impact of climate-related risks and opportunities on the organization’s business strategy, and financial planning.	The risks and opportunities above are listed in order of decreasing potential impact to the business. The magnitude of the potential variance caused by climate-related risks is uncertain. MYR Group continues to evaluate the potential impact of climate-related risks and opportunities on the organization’s businesses.
<b>Strategy</b>	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios.	We anticipate industry predictions of the potential impact of different scenarios, including a 2°C scenario (and less), on the organization’s industry will become available and will be used as a starting point for building the analysis of the impact on MYR Group operations. As part of identifying risks MYR Group reviews available industry and peer disclosures.
<b>Strategy</b>	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>MYR has identified the following climate related risks and opportunities:</p> <p>Risks</p> <ul style="list-style-type: none"> <li>• Changes in insurance coverage, availability of coverage, availability of adequate insurance limits, higher insurance premiums, and larger self-insured retentions/deductibles.</li> <li>• Changes in market demand based on climate change as well as legal and regulatory requirements and trends.</li> <li>• Operational disruptions and accompanying project inefficiencies and delays that may not be recoverable from clients due to severe weather events.</li> <li>• Damage from severe weather events to construction work in progress.</li> <li>• Damage to MYR Group assets from severe weather events.</li> <li>• Reputational risk due to perceptions of the company’s sustainability efforts.</li> <li>• Increased reporting and compliance costs due to new regulatory requirements, customer, shareholder, and stakeholder requests targeting climate change.</li> <li>• See also MYR’s Annual Report Risk Factors.</li> </ul> <p>Opportunities</p> <ul style="list-style-type: none"> <li>• Demand for MYR Group construction services may increase as client demands increase to mitigate climate change.</li> <li>• Demand for MYR Group’s renewable projects solutions may increase as client demands increase to mitigate climate change.</li> <li>• MYR Group performs work in response to severe weather events, demand for such work may increase.</li> </ul>
<b>Risk Management</b>	<p>Describe the organization’s process for identifying and assessing climate-related risks.</p> <p>Describe the organization’s process for managing climate-related risks.</p> <p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s risk management.</p>	<p>MYR Group utilizes an enterprise risk management system (the ERM) where operations and management identify risks, how the risk will be managed or mitigated, potential impacts, and the likelihood of the occurrence of the risk. Included in this system is an assessment of climate-related risks. Individual risks are rated on potential impact and likelihood of occurrence to create a Risk Score. A Risk Register is created which identifies a responsible party, any acts of mitigation, and an accompanying completion date. The Risk assessment, Risk score, and Risk Register are utilized to create Heat Maps, which groups risks together to help management identify priorities. Internal ERM newsletters are published to MYR Group periodically highlighting critical risks and accompanying mitigation strategies that arise out of the ERM process described above. Annually the Internal Audit Department completes a risk survey analysis, reviews the ERM tools, and reviews the ERM with the Board and management. The group focuses on the highest Inherent Risk Rated and Control Risk Rated items that are identified by the audit, compares those to third-party risk survey data and discusses risk mitigation strategies.</p>
<b>Metrics and Targets</b>	<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p> <p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>MYR Group discloses Scope 1 and Scope 2 green house gases along with our water usage, on page 12 of this report. We are investigating the feasibility of disclosing Scope 3 emissions. We are also establishing methodologies and practices to increase climate-related risk disclosures. One area of focus is the Sustainability Accounting Standards Board Engineering and Construction Services (SASB) metrics which are included in Appendix A. MYR Group is reviewing additional applicable metrics and tracking strategies in order to track climate-related matters, including greenhouse gas emissions, and to develop targets.</p>



# SCOPE 1 AND SCOPE 2 GREEN HOUSE GAS METRIC ACCOUNTING AND REPORTING METHODOLOGY

MYR Group seeks to provide disclosures on certain of its Green House Gas (“GHG”) emissions. The following is a description of the methodology used for calculating MYR Group GHG emissions disclosed in this report. Please note that all calculations are based on estimates and information available to MYR Group at the end of the 2023 calendar year. MYR Group believes the metrics in this report are a reasonably accurate estimation of MYR Group’s 2023 Scope 1 and Scope 2 GHG metrics calculated as described below. However, MYR Group does not warrant these metrics are free from error and reserves the right to make corrections to these metrics in the future if required. MYR Group’s Scope 1 and Scope 2 emissions are based on the Environmental Protection Agency (EPA) guidance provided in its December 2020 publication titled “Greenhouse Gas Inventory Guidance” (the “Guidance”) as found on the EPA website <https://www.epa.gov/climateleadership/scope-1-and-scope-2-inventory-guidance>. The Guidance states that the EPA’s Center for Corporate Climate Leadership has based its recommendations on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (the “Green House Gas Protocol”), developed by the Work Resource Institute (“WRI”) and the World Business Council for Sustainable Development (“WBCSD”). In an effort to disclose results in line with the Greenhouse Gas Protocol, MYR Group used the Greenhouse Gas Protocol’s “GHG Emissions Calculating Tool” spreadsheet found at <https://ghgprotocol.org/ghg-emissions-calculation-tool> for both its Scope 1 and Scope 2 emissions.

## SCOPE 1 EMISSIONS

For Scope 1 emissions from the natural gas purchased by our corporate and subsidiary offices (“Stationary Combustion”), MYR Group used the section of the Guidance titled “Direct Emissions from Stationary Combustion Sources.” For the Scope 1 emissions from fuel used by MYR Group fleet vehicles (mobile combustion), MYR Group used the section of the Guidance titled, “Direct Emissions from Mobile Combustion Sources.” MYR Group’s Scope 1 metrics and related targets currently exclude direct fugitive emissions from refrigerants, therefore the section of the Guidance titled “Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases” was not used.

## STATIONARY COMBUSTION

The Scope 1 emissions for MYR Group’s Stationary Combustion includes sixty-five (65) corporate and subsidiary office locations. However, MYR Group’s Scope 1 Stationary Combustion metrics EXCLUDE all other locations, including but not limited to, jobsites, job trailers, lay down yards, and emissions from employee’s working from home. The Scope 1 Stationary Combustion metrics also do not include Biomass Fuels, Waste-Derived Fuels, and Non-Combustion Emission Sources (each as defined by the Guidance).

Based on the data available to MYR Group through an internal review of invoices from the natural gas utility providers to our various offices, our Stationary Combustion Scope 1 Emissions are based on a fuel input analysis in which carbon factors are applied to fuel input to determine emissions. Note that MYR Group is not reporting GHG emissions under 40 CFR Part 75 (Appendix G- the Acid Rain Program) and therefore MYR Group did not seek to follow the fuel analysis method under 40 CFR Part 98. Additionally, the carbon content of the fuel consumed by MYR Group was not known at the time of calculation, therefore “Equation 3” in the “Direct Emissions from Stationary Combustion Sources” section of the Guidance was not utilized. Instead, MYR Group utilized “Equation 1” and “Equation 2” as defined by this section of the Guidance.

### “Equation 1 or 2”

“Equation 1,” as defined by the “Direct Emissions from Stationary Combustion Sources” section of the Guidance, was utilized by MYR Group for corporate and subsidiary offices where natural gas consumption was known in mass or volume unit, but the heat content (HHV) of the gas was not known. For these offices, MYR Group utilized the HHV factor of 0.001026 mmBtu/scf as provided by the Guidance. However, when the HHV of the natural gas was provided by the applicable utility, MYR Group utilized “Equation 2.”

## MOBILE COMBUSTION

MYR Group’s Mobile Combustion Scope 1 emissions are based on fuel input analyses in which carbon factors are applied to fuel input to determine emissions. As the fuel heat content and carbon content of fuel MYR Group’s fleet used in 2023 is not available, MYR Group utilized “Equation 1” from the “Direct Emissions from Mobile Combustion Sources” section of the Guidance to calculate CO2 emissions from fleet fuel consumption.

MYR Group mobile combustion metrics are based on fuel purchase reports for the 2023 calendar year according to fuel type, quantity, and equipment type. For certain purchases, either fuel type or equipment type were not available. For such purchases, MYR Group assumed a 50/50 split between gasoline and diesel for fuel type and a 50/50 split between “light duty trucks” and “medium/heavy duty vehicles” for equipment type as such terms are utilized by the “GHG Emissions Calculating Tool.”

## SCOPE 2 EMISSIONS

MYR Group’s Scope 2 emissions metric is based on the section of the Guidance titled “Indirect Emissions from Purchased Electricity.” MYR Group’s Scope 2 metric includes approximately sixty-five (65) corporate and subsidiary office locations. However, it EXCLUDES all other locations, including but not limited to, jobsites, job trailers, lay down yards, and emissions from employee’s working from home. The activity data used for this calculation was the amount of electricity used at the locations noted above according to utility bills provided by the applicable electrical provider. MYR Group utilized Equation 1 from this section of the Guidance.

## WATER USAGE REPORTING METHODOLOGY

MYR Group’s water usage metrics disclosure includes MYR Group’s corporate and subsidiary office locations. However, it EXCLUDES all other locations, including but not limited to, jobsites, job trailers, lay down yards, and emissions from employee’s working from home. The activity data used for this calculation was amount of water used at the locations noted above according to utility bills provided by the applicable water utility. The metric provided is based solely on total water usage.

## MATERIALITY DISCLAIMER

MYR Group provides the environmental metrics and other information in this report for informational purposes only. MYR Group does not represent that any such information is material under any rule or definition of the Securities and Exchange Commission including, but not limited to, SECO Rule release numbers 33-11275 and 34-99678.







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