



2024

CORPORATE RESPONSIBILITY REPORT



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

FOREWORD-LOOKING STATEMENTS

Statements in this Corporate Responsibility 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 Corporate Responsibility Report speak only as of the date of this Corporate Responsibility 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 Corporate Responsibility- 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,” “significant,” or similar terms, should not be construed as a

characterization regarding the materiality or importance of such information to our financial results or that such information is necessarily material to investors or other stakeholders for purposes of federal, state and local securities and other laws, regulations and requirements

The Corporate Responsibility - and ESG-related goals and targets 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 and targets 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, including foals and targets and underlying assumptions and data may be subject to modifications in future disclosures due to developing standards, methodologies practices, laws and regulations; unknown events and circumstances; and changes to controls, and processes. Readers and viewers are cautioned not to place undue reliance on such information.

Certain historical data, goals, and targets for dates and periods prior to 2024 presented, discussed, referenced or otherwise included in this Corporate Responsibility Report have been revised to reflect updates made as a result of our internal review processes and developing standards, methodologies, practices, laws and regulations, and changes to controls and processes. Neither future distribution of this 2024 Corporate Responsibility Report nor the continued availability of this 2024 Corporate Responsibility Report in archive form or otherwise on our website should be deemed to constitute an update or re-affirmation of this data as of any future date. Any future update will be provided only through a public disclosure indicating that fact.

Any reference to the Company’s support of, work with, or collaboration with a third-party organization within this 2024 Corporate Responsibility Report does not constitute or imply an endorsement by the Company of any or all of the positions or activities of such organization.



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A LETTER FROM OUR PRESIDENT & CEO

MYR Group believes that acting in the best interests of our employees, communities, and the environment is our duty as a company.

We remain committed to operating responsibly and proactively seek to execute our work safely while reducing environmental impacts. Our daily business operations, core values, and long-term strategies are each integrated with our organization's corporate responsibility priorities.

We strive to lead by example and emphasize doing the right thing at all levels of the organization, in turn delivering exceptional value to our customers, communities, and shareholders. Our focus remains on the social and environmental practices we can control and influence. By holding ourselves to high standards of corporate governance, continually investing in our people, and seeking to act as diligent environmental stewards, we endeavor to fulfill the environmental, social, and governance (ESG) obligations that are part of our identity as a responsible organization.

Through both our Transmission & Distribution (T&D) and Commercial & Industrial (C&I) business segments, we provide an open and trusting partnership for our customers. As the demand for electricity increases, they rely on us to safely

deliver high-quality electrical construction services with project certainty in a dynamic energy landscape. Delivering exceptional results while reducing our impact on the world around us is a focus of our **environmental stewardship** efforts. We continue to search for new ways to invest in resources and technology to meet or exceed environmental standards.

We provide ESG disclosures through the Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial (TCFD), and the Greenhouse Gas Protocol framework in this annual corporate responsibility report. Our efforts to analyze potential operational risks and impacts on the environment and further develop mitigation strategies will continue. Tracking Scope 1 and Scope 2 greenhouse gas emissions, as well as water and electrical grid usage, are ways we try and aid a better understanding of our impact on the environment and further develop a climate strategy. Our goal of reducing Scope 1 greenhouse gas emissions by 15% on an intensity basis by 2031 remains a commitment for our company.

Giving back to the communities we serve, promoting the development of our talented teams, and supporting the advancement of the industry for the betterment of everyone are part of our organization's **social responsibility**. Investing in the development of our diverse teams is an essential component of our mission, endeavoring to send everybody home safely and feeling appreciated for their tremendous efforts. Through donations, volunteering, and other charitable acts, our company and its people strive to foster positive change in our communities because we believe what we do – and how we do it – matters.

The composition of our board provides diverse perspectives that augment and enhance the knowledge and experience of each member, helping us achieve our goals and create long-term shareholder value. To increase accountability and shareholder participation in the company's **corporate governance**, all board members will stand for election each year by 2026. Additionally, our policies require adherence to high standards of ethical business conduct, full and accurate public communication, and compliance with laws and regulations.

Commitment to proven business principles has made us an industry-leading provider of electrical construction services for more than a century and will guide us into a bright future as we continue to grow our company in a safe and sustainable fashion. Thank you to our employees, customers, communities, and shareholders for your support this year. I look forward to continuing our important work together.

Sincerely,



Rick Swartz
President & CEO



2024 AT A GLANCE

**A PROUD LEGACY
FORGED OVER MORE
THAN A CENTURY**



MYR Group's legacy is forged over more than a century, serving our valued customers as an open and trusting partner to deliver some of the largest, most complex electrical infrastructure and notable commercial and industrial projects in the U.S. and Canada. Our integrated solutions, expertise, and comprehensive approach to providing excellent electrical construction services drive strong project outcomes with exceptional customer service and value.

We endeavor to operate as a safe and responsible company in all that we do. Our corporate responsibility priorities are integrated throughout our organization, from our core values and vision to our long-term strategy and daily business operations. For more than 130 years, these guiding principles of safety, integrity, creativity, responsiveness, teamwork, respect, and initiative have laid the path for how we conduct ourselves in the communities we serve.

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.

\$3.36B

Annual Revenue

MYR Group reported revenues of \$3.37 billion for the full year of 2024

25+

Ranked Top 5 on ENR

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

8,500+

Employees

MYR Group subsidiaries include the expertise of more than 8,500 employees located throughout the U.S. and Canada.

9

NECA Safety Awards

Nine MYR Group subsidiaries across nine districts received NECA Safety Excellence and Zero Injury recognition

66,450+

Training Hours

MYR Group provided more than 66,450 workhours of health and safety training to employees companywide

\$3.5M+

Charitable Contributions

MYR Group and its subsidiaries have raised and donated more than \$3.5 million in the last three years to charities across the nation and in Canada

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

74,362

Scope 1 Emissions

In 2024 our Scope 1 GHG emissions were 74,362 metric tons of CO₂e

2,412

Scope 2 Emissions

In 2024 our Scope 2 GHG emissions were 2,412 metric tons of CO₂e

38,941

Water Usage

MYR Group tracks our overall estimated 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

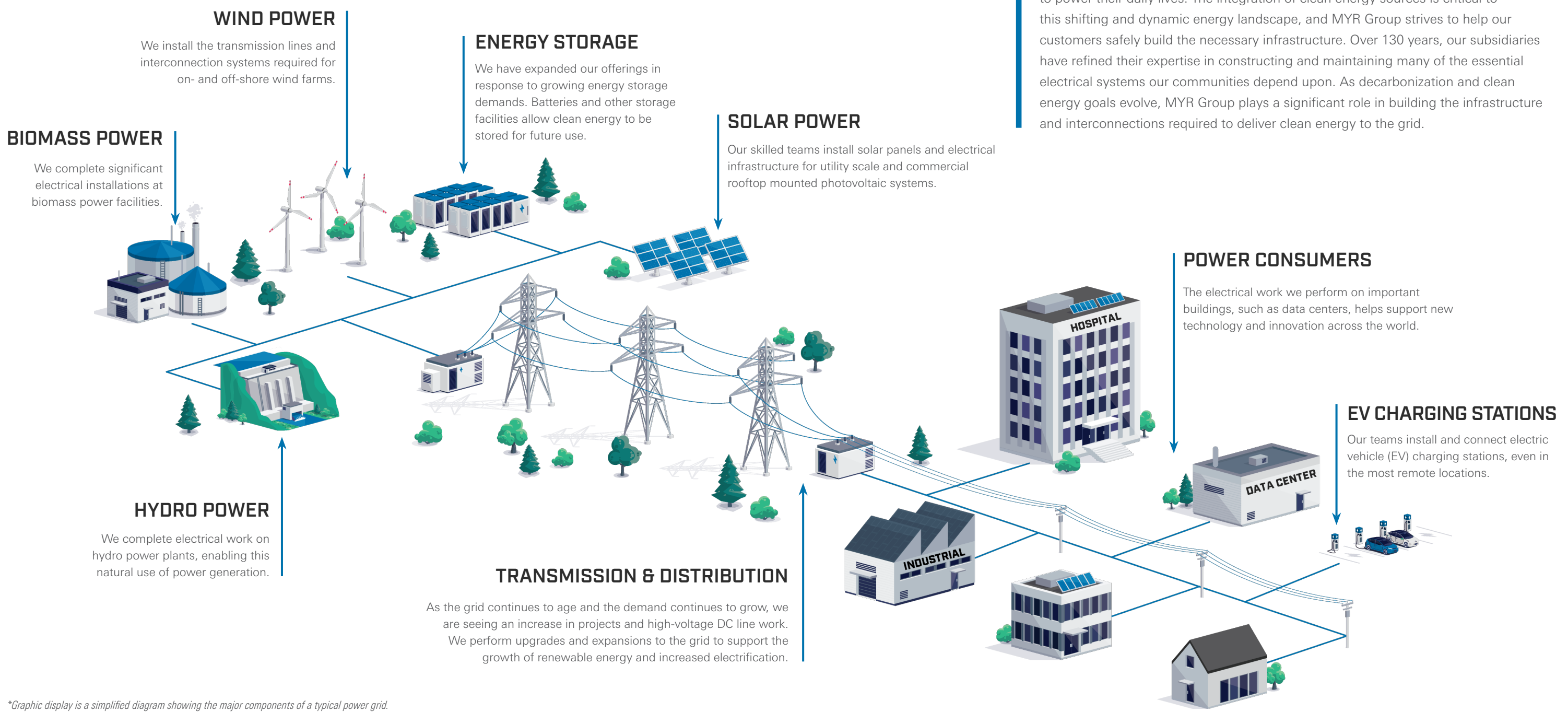
Board Declassification

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

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

Electricity demand is growing as communities count on reliable energy delivery to power their daily lives. The integration of clean energy sources is critical to this shifting and dynamic energy landscape, and MYR Group strives to help our customers safely build the necessary infrastructure. Over 130 years, our subsidiaries have refined their expertise in constructing and maintaining many of the essential electrical systems our communities depend upon. As decarbonization and clean energy goals evolve, MYR Group plays a significant role in building the infrastructure and interconnections required to deliver clean energy to the grid.



*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.

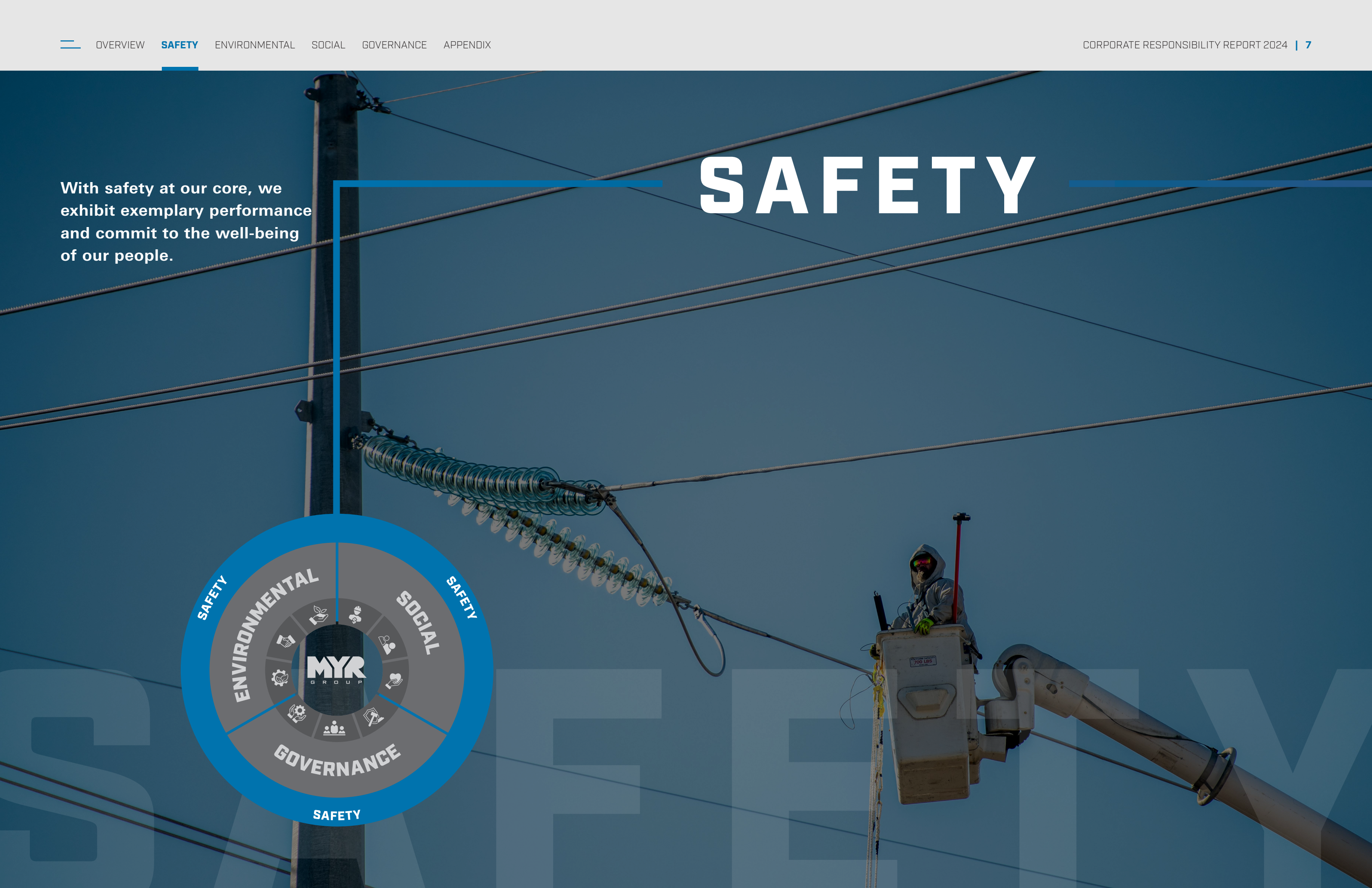
The framework that guides our efforts is a parts-to-whole relationship between environmental stewardship, social responsibility, and corporate governance, surrounded by the focus on a safety-first culture.

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



With safety at our core, we exhibit exemplary performance and commit to the well-being of our people.

SAFETY



AT MYR GROUP, SAFETY IS LIFE


MYR Group, through its subsidiaries, has produced industry-leading safety statistics, with recordable incident rates well below industry averages (as outlined by the Bureau of Labor Statistics). Our strong year-over-year safety statistics are achievable because of the commitment our leadership places on health and safety and by empowering every employee to take ownership of their well-being.

Safety is the core value of our organization, forming the backbone of our culture, and one in which we strive to instill across the industry for the betterment of everyone. We understand the importance of promoting safety first while proactively developing our people with top-notch training, quality tools, and support.


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.




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

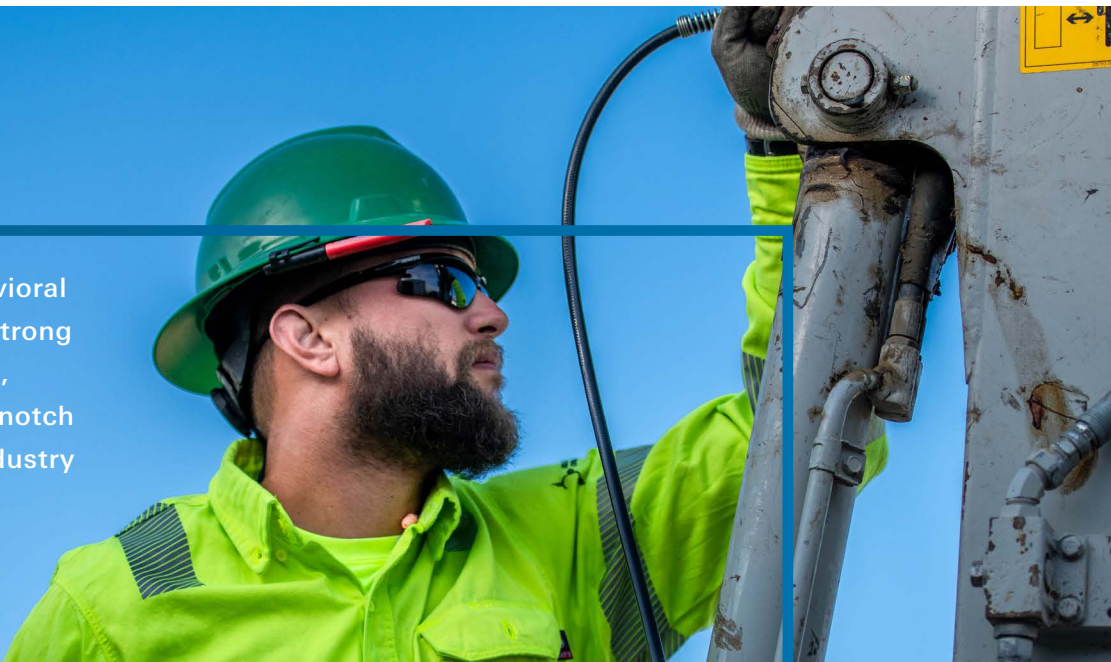


Industry-Leading Safety Statistics



Industry Recognition & Awards

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.



2024 MYR Group Safety Statistics Compared to Bureau of Labor Statistics (BLS) Industry Averages



¹BLS 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 2023 as 2024 statistics were not available at the time this report was published.

STRONG OSHA VPP REPRESENTATION

In all industries, there are only 1,898 OSHA Voluntary Protection Program (VPP) sites nationwide. Of those, only 60 are classified as mobile workforces and just seven fall within the “Power and Communication and related Construction” category as defined by OSHA. MYR Group subsidiaries make up three of the category’s seven (43%) mobile workforces, and we have four total mobile workforce VPP STAR sites across all categories.



NECA 2024 SAFETY AWARDS

Nine 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:

- Harlan Electric: Rochester Hills, MI
- Sturgeon Electric: Auburn, WA

SAFETY EXCELLENCE AWARD:

- Harlan Electric: Rochester Hills, MI; Harrisburg, PA
- Huen Electric: Columbus, NJ
- L.E. Myers: Chattanooga, TN
- Sturgeon Electric: Phoenix, AZ; Tucson, AZ; Henderson, CO; Auburn, WA
- Sturgeon Electric California: Chino, CA

TRAINING & DEVELOPMENT



66,450+
WORKHOURS OF TRAINING

8,350+
EMPLOYEES TRAINED

3,900+
INDIVIDUAL CLASSES

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.

Thanks to the effort of our passionate and experienced training leadership teams around the country, MYR Group maintains strong retention rates, creating longevity within our crews because they feel safe and supported in their work while also attracting top industry talent. This tremendous knowledge base is passed on to the next generation of apprentices and other electrical laborers, who are able to advance their careers with MYR Group as our organization continues to grow.

EXAMPLE TRAININGS:

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



➔ ENERGY WHEEL HAZARD RECOGNITION

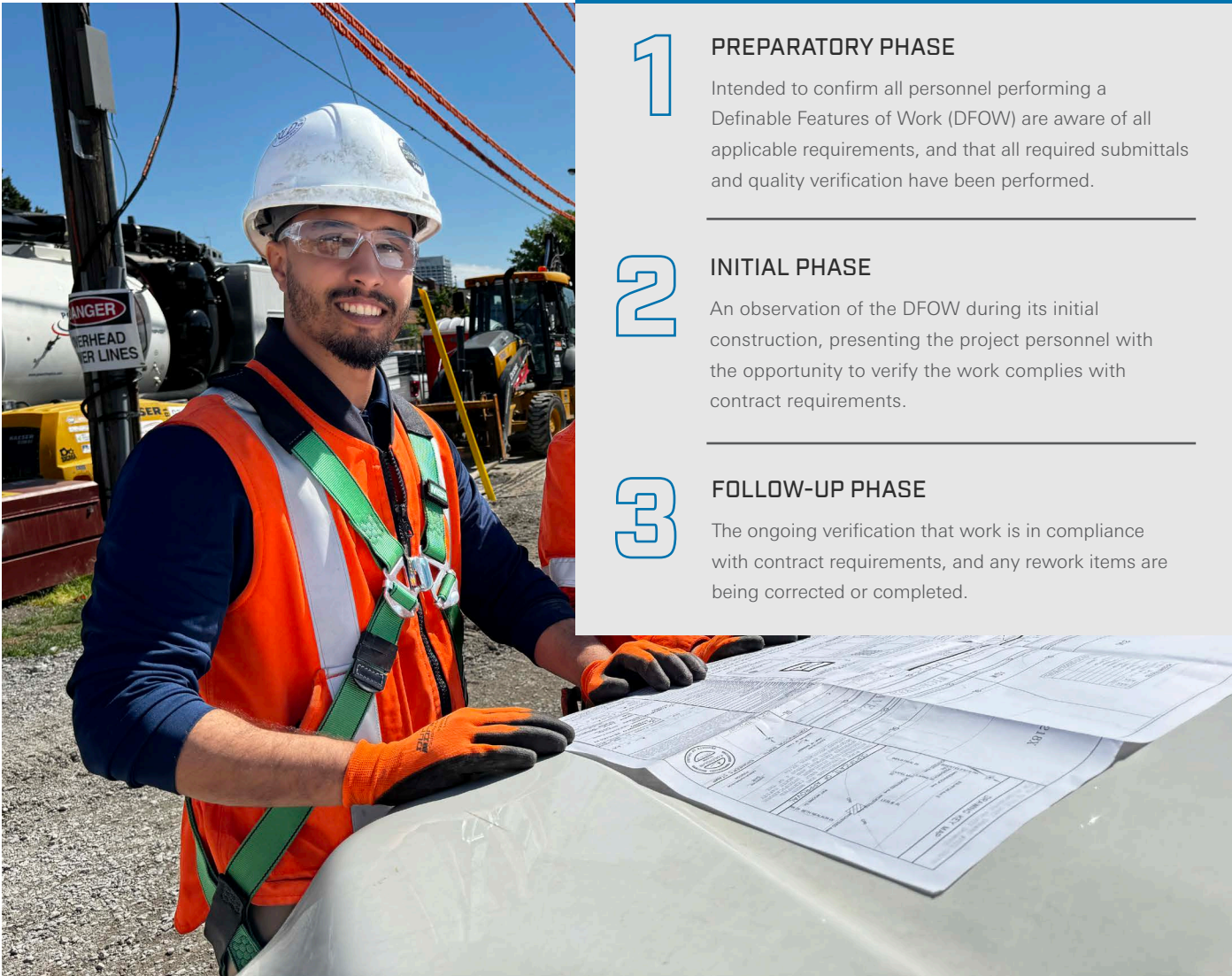
The Energy Wheel is an effective tool that aids in hazard recognition by breaking down energy sources. Each source is represented with a simple graphic to help spur recognition. MYR Group companies utilize the Energy Wheel in pre-job checklists, job safety analysis, and equipment inspections, as well as throughout the day on job sites. It’s especially helpful for recognizing hazards that aren’t as evident on instinct.

Using the Energy Wheel improves hazards recognition by 35% (according to the Construction Safety Research Alliance) by adding additional levels of checks and identification, helping identify when there’s a loss of direct controls and work needs to stop.

➔ GOOD CATCH PROGRAM

The Good Catch program is a proactive approach to identifying and mitigating safety risks before they result in incidents or accidents. The program encourages employees to recognize each other for positive actions that lead to safer work environments. Employees can easily submit reports through their mobile device or computer. This offers employees an active way to improve safety, quality, and overall operational efficiency.

QUALITY ASSURANCE AND CONTROL



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.

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


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.



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.



ENVIRONMENTAL STEWARDSHIP



OPERATING RESPONSIBLY



LONG-TERM PARTNERS



REDUCING OUR IMPACT ON PROJECTS



OPERATING RESPONSIBLY

We strive to reduce our carbon footprint and improve our energy efficiency. Initiatives we have undertaken to seek 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.



WATER STEWARDSHIP

Water is integral to life, and it is a precious commodity worldwide. 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 2024 we used approximately 38,941 centum cubic feet of water. Additional details on our water consumption calculation methodology disclosures can be found in the appendix of this report.

15%

Intensity Based
Reduction Target in
Scope 1 CO2e

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.



MEASURING OUR GREENHOUSE GAS EMISSIONS

In an effort to responsibly manage our carbon footprint in a responsible way, we have calculated an estimate of our Scope 1 and our Scope 2 Greenhouse Gas (GHG) emissions for 2024. 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 ₂ e	74,362*
Scope 2 Indirect	
Metric Tons CO ₂ e	2,412*
Electricity from Grid	100%
Total kWh Electrical Power Usage / Aggregate Energy Consumption	5,581,801

*Carbon Dioxide Equivalents



RECYCLING MATERIALS FOR CHARITY

MYR Group subsidiary Huen Electric annually reimagines philanthropy by transforming scrap materials from project sites – such as copper and aluminum – into charitable contributions. Proceeds from the sale of these recyclable materials are the cornerstone of the Huen Rabbit Committee’s charitable giving efforts. Over the past 4 years, Huen Electric has donated nearly \$70,000 to support a variety of nonprofit organizations, turning salvaged resources into meaningful community impact.



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

→ ENVIRONMENTAL MANAGEMENT PROGRAMS

Our Environmental Management Program reflects our commitment to complying with environmental laws and regulations while prioritizing the safety and well-being of employees and the communities we serve. Working at the project specific level, we collaborate with governmental agencies, clients, contractors, and stakeholders to establish and maintain environmental standards at every stage of a project, from planning through post-construction. Through tailored training programs and robust safety measures, we address key environmental considerations such as land preservation and restoration in alignment with landowner and client expectations.

One example of this dedication is our subsidiary, Powerline Plus, which holds ISO 14001 certification.

This certification highlights our focus on implementing effective environmental management systems, reducing environmental impacts, and fostering ongoing improvement. Initiatives such as spill prevention, stormwater pollution control, and wildlife protection are integral to our approach. By maintaining strong stakeholder relationships and working to meet environmental standards, we aim to positively contribute to environmental stewardship on our projects.

REDUCING OUR IMPACT ON PROJECTS

Our work impacts our clients, their customers, communities, and the environment. Therefore, we strive to conduct our business in a manner that aligns with our vision of environmental respect, prudent decision-making, and providing 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

BARTONSVILLE SOLAR PROJECT WINS STATE ENVIRONMENTAL AWARD

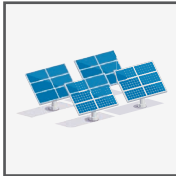


Thanks to innovative technology and a proactive approach to protecting the integrity of the natural landscape, stormwater runoff, and vegetation, MYR Group subsidiary MYR Energy Services (MYRE) won the 2024 Governor’s Environmental Excellence Award for the Bartonsville Solar project in Frederick County, Va.

The 130MWac solar facility spanning 950 acres is located in historic and essential watersheds in northwestern Virginia. Utilizing the innovative Nevados all-terrain solar tracker system for its grading reduction benefits allowed the project to be built along the natural contours of the landscape. As the construction team, MYRE adhered to permitting guidelines and environmental best practices, confirming consistent land preservation during construction, especially in areas designated as jurisdictional waters and wetlands.

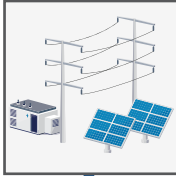
LONG-TERM PARTNERS IN THE CLEAN ENERGY TRANSFORMATION

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.



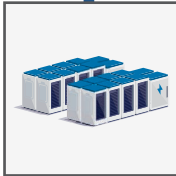
THREE CORNERS SOLAR PROJECT

Provided turnkey, EPC services for a 152 MWdc photovoltaic (PV) plant on a 900+ acre site in Maine, which included installing solar panels, trackers, and inverters as well as constructing the collector lines between the solar arrays and the onsite substation.



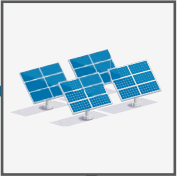
MARYSVILLE IPP

Providing turnkey, EPC services for the Marysville substation and transmission line modifications to accommodate an independent power producer solar farm near Marysville, OH. That solar farm includes a small substation and a 345kV transmission line to be interconnected to American Electric Power’s grid system.



TEXAS BESS PROJECT

Providing turnkey, EPC services for two greenfield 138/34.5kV substations and installation of 100MW/200MWh and 120MW/240MWh utility-scale battery energy storage systems (BESS) in Texas.



JOINT BASE MCGUIRE-DIX-LAKEHURST SOLAR

Provided design-build services for two ground-mounted photovoltaic sites, totaling 13 MWdc, for an Air Force and Naval base in New Jersey. Both sites will interconnect to the base’s microgrid; one will be dedicated to feed the 2MW/4MWh battery energy storage system (BESS). The electrical crews installed 23,640 PV modules, 46 250kW inverters, associated transformers, switchboards, and SCADA systems.



PANTHER CREEK WIND FARM COLLECTION SYSTEM

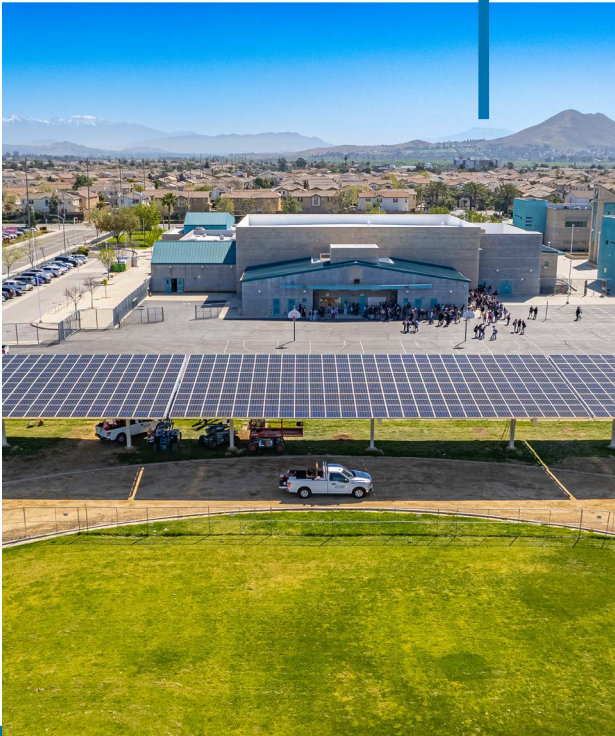
The project included constructing a 69/34kV greenfield collector substation and trenching and installing 58,000 feet of collector cable and fiber for 16 wind turbines, as part of a wind farm development in Illinois.



CORONA NORCO UNIFIED SCHOOL DISTRICT

Partnered with Luminace and Corona Norco Unified School District to design and install 12 MW DC carport solar photovoltaic (PV) systems across 52 sites. Strategically positioned to optimize energy production, these carport structures provide shade for parking lots, play areas, and lunch spaces while generating renewable energy.

MYR Group remains instrumental in providing our clients with solar, energy storage, electric vehicle (EV) charging stations and critical electrical infrastructure associated with the clean energy transformation around the United States and Canada and has a robust portfolio of project experience in the energy sector.





INVESTING IN OUR PEOPLE

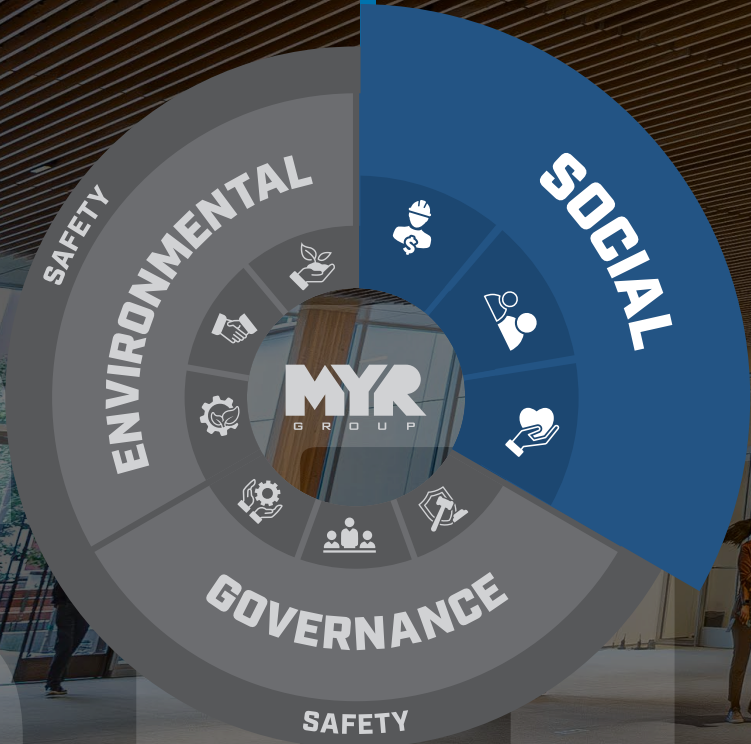


FAIRNESS AND OPPORTUNITY



GIVING BACK TO OUR COMMUNITIES

SOCIAL RESPONSIBILITY



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 work to 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 recent years 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 also increased 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.



A LEARNING ORGANIZATION

11,600

Courses completed in the online MYR University or instructor-led courses

5,254

Compliance training courses completed in the online MYR University

5,307

Safety courses completed

1,039

Professional development courses completed

45

Employees graduated the CORE leadership program

➔ 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 seventh 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.

➔ 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.

➔ PROJECT MANAGER PROGRAM

Several of our subsidiaries offer hands-on training for project managers. These trainings are delivered through a Project Management Training Program (PMTT). The PMTT 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 PMTT 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.



We strive to provide work environments that are safe, inclusive, and ethical.

FAIRNESS AND OPPORTUNITY

We embrace a culture that values different perspectives and empowers individuals to contribute to our collective success.

We believe a mix of backgrounds, identities, ages, educations, and thoughts in the workplace empower us with the unique and complex experiences of each of our individual employees. We also believe 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.
- **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

MYR Group employs people from varying and complex backgrounds at all levels of the organization, and we believe each one of them makes us better.

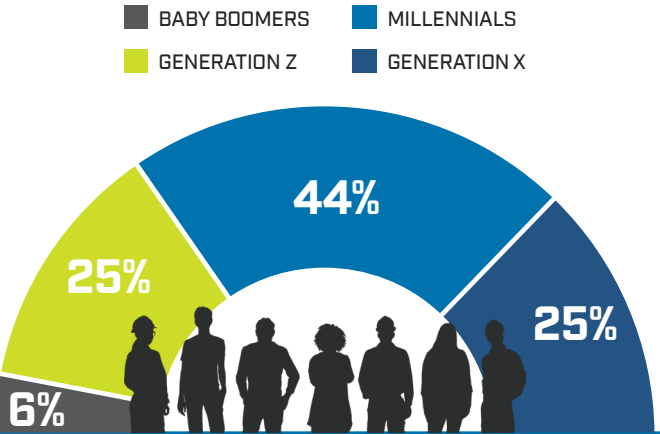
➔ RECRUITING

We are developing recruitment practices that target a broad range of candidates to add to our strong employee base. For example, we are:

- Expanding job boards, increasing outreach to more schools, and interacting with varied 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.

➔ 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 our workplace today, with four generations making up our mix of talented employees. We believe the mix of ages in our workforce increases innovation and productivity because of the shared knowledge and opinions gained and developed at different points in life. Such sharing sparks collaborative ideas and solutions while also providing invaluable education that helps position us to achieve our safety and operational goals.



➔ EDUCATION

We believe there is immense value in employing those with varying levels and types of education. A wide variety of educational experiences helps cultivate 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.

MAKING A DIFFERENCE TOGETHER



➔ **CHARITABLE HIGHLIGHTS** 2022-2024

\$3.5M+

CHARITABLE CONTRIBUTIONS

MYR Group and its subsidiaries donated and raised more than \$3.5 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.



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

MYR Group continues to 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. Whether through financial contributions or hands-on service, we believe in helping those in need.

We volunteer time and contribute funds to support 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.



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.

➔ **DRIVING POSITIVE CHANGE**

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.

OUR YEARS SUPPORTING CHARITIES

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

INDUSTRY INVOLVEMENT AND 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. Here are a few examples of our industry partnerships and memberships.



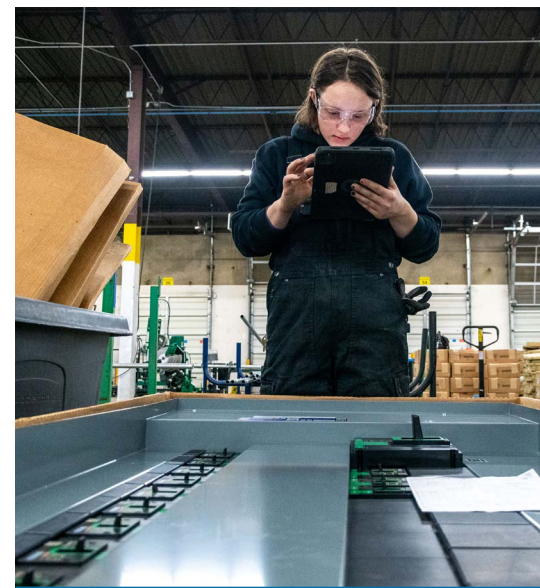
OSHA's Voluntary Protection Program (VPP) STAR status is the highest recognition level awarded by OSHA for workplace safety and health. We are proud to have two subsidiaries that have maintained VPP STAR status since 2008, including four mobile workforce STAR sites. By continually elevating our safety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



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



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 Works (IBEW)** and **National Electrical Contractors Association (NECA)**.



PARTNERING WITH VENDORS AND 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 established a broad network of firms from whom we solicit bids to help fulfil 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.

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



In 2004, MYR Group was one of the five founding companies of the **Electrical Transmission & Distribution Partnership (ET&D)**, an alliance aimed at promoting industry-specific safety initiatives for line workers. 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.



The **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 help position the energy industry to recruit and retain the best and brightest talent. It includes Get into Energy and Troops to Energy programs.



The **Construction Safety Research Alliance (CSRA)** brings together industry leaders and academic experts to advance safety knowledge in the construction sector. Focused on preventing serious injuries and fatalities, the alliance collaborates with member companies and clients to enhance understanding of safety incidents and the human factors involved.



As a member of the **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.

GOVERNANCE



CORPORATE GOVERNANCE



EMPHASIS ON STRONG
BOARD COMPOSITION



ESTABLISH POLICIES
AND GUIDANCE



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, shareholders have 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. The Nominating and Corporate Governance Committee strives to select nominees with complimentary and diverse skills, backgrounds, and experiences. Our Board believes 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.

Through our Corporate Governance Principles, we establish the policy that directors generally will not be nominated for election or reelection 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.

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



CORPORATE GOVERNANCE

Our Nominating, Environmental, Social, and Corporate Governance Committee (NESG) identifies, evaluates and monitors environmental, climate, health, safety, social, and public policy trends, issues and concerns and other corporate responsibility matters (for purposes of this section, collectively, “ESG”) that could affect our business activities, performance and reputation.

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

- ✓ Developing recommendations to the Board with respect to the adoption of ESG policies, systems, strategies, and initiatives.
- ✓ Identifying and recommending to the Board individuals qualified to serve as directors of the Company.
- ✓ Advising the Board with respect to the Board’s size, composition, procedures, and committees.
- ✓ Advising the Board on corporate governance matters, including the ongoing review and assessment of the Board’s Corporate Governance Principles.
- ✓ Overseeing the self-evaluation of the Board and the Board’s committees.
- ✓ Assisting in determining whether the Company has appropriate policies, management systems, strategies, and initiatives in place with respect to ESG matters.

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

COMPANY POLICIES

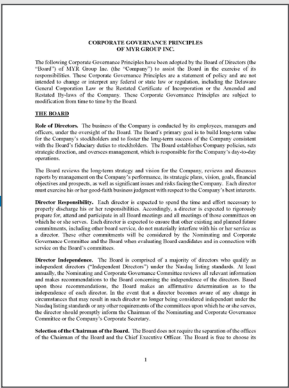
We have a Code of Business Conduct and Ethics (the “Code of Ethics”) policy applicable to all our directors, officers, and employees. The Code of Ethics is intended to promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships; full, fair, accurate, timely, and understandable disclosure in MYR Group’s periodic reports; and compliance with applicable governmental laws, rules, and regulations.

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.

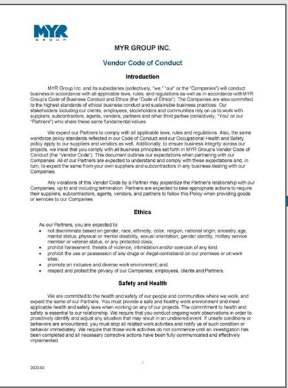
CORPORATE POLICIES



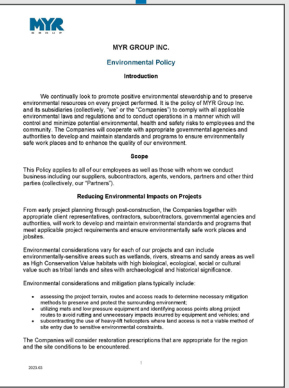
CODE OF BUSINESS CONDUCT AND ETHICS
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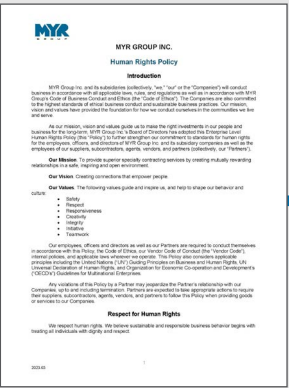
CORPORATE GOVERNANCE PRINCIPLES
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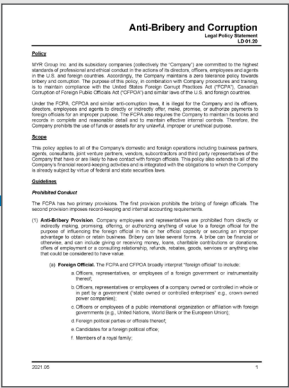
VENDOR CODE OF CONDUCT
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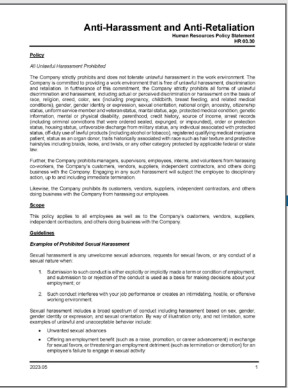
ENVIRONMENTAL
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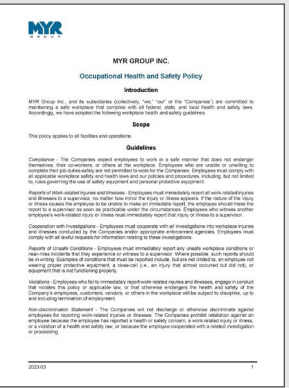
HUMAN RIGHTS
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ANTI-BRIBERY AND CORRUPTION



ANTI-HARASSMENT AND ANTI-RETALIATION



OSHA POLICY

APPENDIX



SASB/TCFD SUMMARY TABLE



TOPIC	ACCOUNTING METRIC	CATEGORY	SASB CODE	DISCLOSURE OR LOCATION
Environmental Impacts of Project Development	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 myrgroup.com/why-myrgroup/sustainability
	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 create environmentally safe workplaces and jobsites.
Structural Integrity & Safety	Amount of defect and safety-related rework costs	Quantitative	IF0301-03	Amount of safety-related re-work – \$0.00 Amount of warranty re-work – \$770,000 ¹
	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 – \$0.00 Monetary fines associated with safety-related incidents – \$0.00 (Closed OSHA Citations)
Workforce Health & Safety	(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 0.78, a lost time incident rate of 0.10, and zero workplace fatalities.
Lifecycle Impacts of Buildings & Infrastructure	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 is investigating the feasibility of tracking such data for future disclosures. 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 myrgroup.com/why-myrgroup/sustainability MYR Group is not involved in the water design or installation on its projects.
Climate Impacts of Business Mix	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
	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
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index ¹	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 investor.myrgroup.com/corporate-governance . 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	3,093
Number of commissioned projects	Quantitative	IF EN 000.B	1,975
Total backlog	Quantitative	IF EN 000.C	Total backlog as of December 31, 2024: \$2.57 Billion

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.

¹Refers 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, 2024. 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, 2024 – December 31, 2024



AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
Governance	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 Committee Charter.</p>
		<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 https://myrgroup.com/why-myr-group/sustainability/ for more information on MYR’s efforts for addressing environmental impacts.</p>
		<p>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.</p>

AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
Strategy	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios.	<p>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.</p>
Strategy	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">• Changes in insurance coverage, availability of coverage, availability of adequate insurance limits, higher insurance premiums, and larger self-insured retentions/ deductibles.• Changes in market demand based on climate change as well as legal and regulatory requirements and trends.• Operational disruptions and accompanying project inefficiencies and delays that may not be recoverable from clients due to severe weather events.• Damage from severe weather events to construction work in progress.• Damage to MYR Group assets from severe weather events.• Reputational risk due to perceptions of the company’s sustainability efforts.• Increased reporting and compliance costs due to new regulatory requirements, customer, shareholder, and stakeholder requests targeting climate change.• See also MYR’s Annual Report Risk Factors. <p>Opportunities</p> <ul style="list-style-type: none">• Demand for MYR Group construction services may increase as client demands increase to mitigate climate change.• Demand for MYR Group’s renewable projects solutions may increase as client demands increase to mitigate climate change.• MYR Group performs work in response to severe weather events, demand for such work may increase.
Risk Management	<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>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 he 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>
Metrics and Targets	<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 greenhouse 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 greenhouse 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 2024 calendar year. MYR Group believes the metrics in this report are a reasonably accurate estimation of MYR Group’s 2024 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 2024 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 2024 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.

CONTACT US:

303.286.8000

sustainability@myrgroup.com

12121 Grant St, Suite 610
Thornton, CO 80241

myrgroup.com

