



2021

# SUSTAINABILITY REPORT





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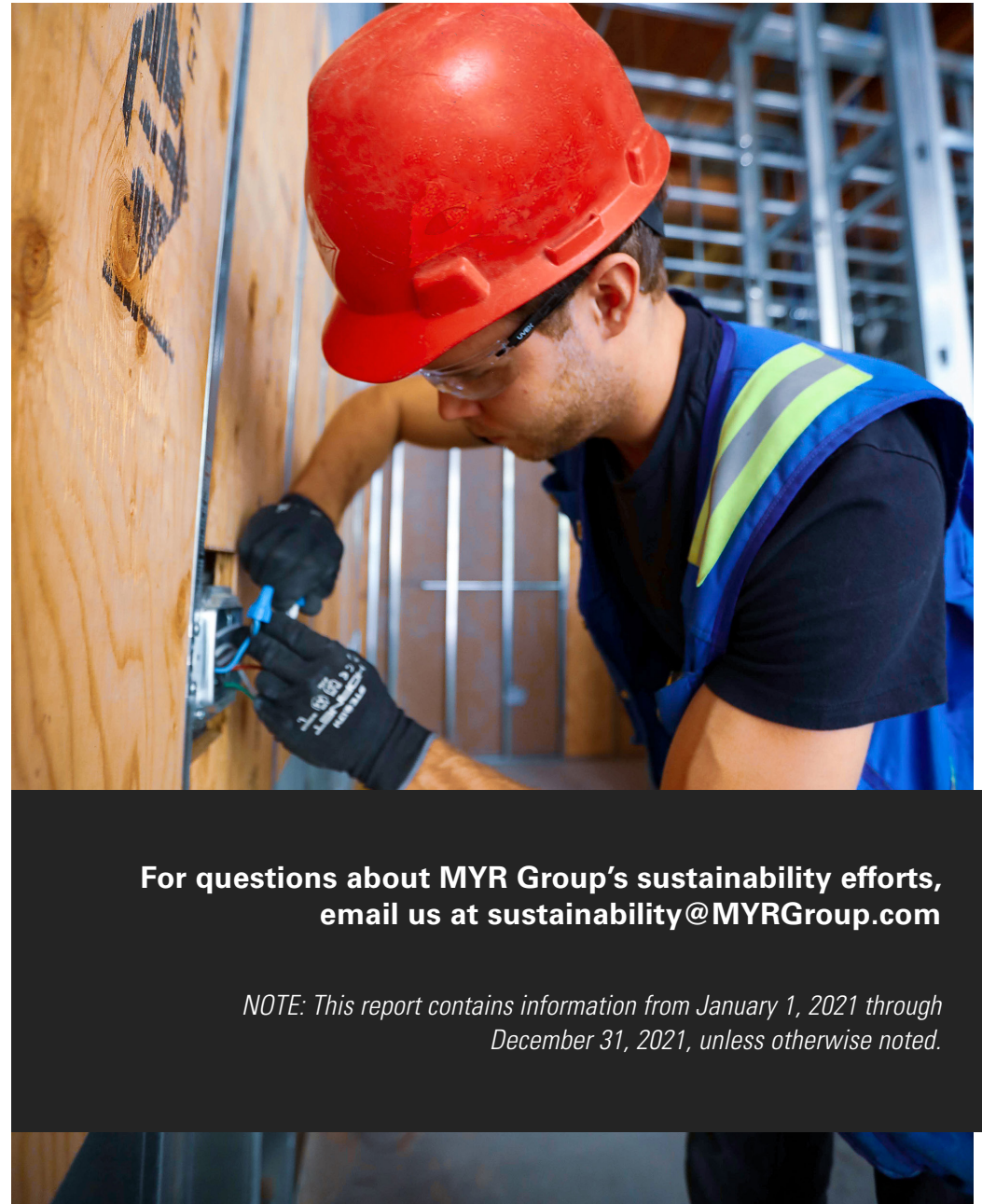


# FORWARD-LOOKING STATEMENTS

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. In addition, many of these risks, contingencies and uncertainties are currently amplified by, and may continue to be amplified by, the COVID-19 pandemic. 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 Sustainability 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.



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

*NOTE: This report contains information from January 1, 2021 through December 31, 2021, unless otherwise noted.*



# A LETTER FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

As an industry-leading provider of electrical construction services for over a century, we believe that sound environmental, social and governance (ESG) practices, encompassed by a culture devoted to safety, creates value by driving innovation, mitigating risk, and cultivating employee engagement. Our approach seeks to effectively address the ESG challenges and opportunities that arise in our industry.

At MYR Group, we are committed to investing in our employees, operating sustainably, and continuing to serve as a strong partner for our clients in the clean energy transformation. Through both our Commercial & Industrial (C&I) and Transmission & Distribution (T&D) business segments in the United States and Canada, we focus on the environmental and social practices we can influence and control.

In 2021, we continued to refine our efforts to operate in a sustainable and responsible manner for our employees, communities, and shareholders. Our subsidiaries worked on more than 100 renewable energy projects, including maintenance work on renewable energy facilities. Additionally, we have calculated our scope 1 greenhouse gas emissions as a company, along with a target for reducing them in the future. This report highlights these metrics, as well as others, and provides insight into our approach to reducing our impact on the environment, caring for society, and sustaining strong corporate governance.

We believe that continual improvement of our ESG efforts can help drive long-term value and strengthen our ability to meet the unique needs and expectations of our evolving industry. We

strive to connect strategy with purpose and build a culture that places the highest value on safety which ultimately surrounds each aspect of our ESG approach.

Our **environmental stewardship** focuses on reducing our impact during project construction, serving as a strong partner as we build clean energy infrastructure and operating sustainably. We provide disclosures relevant to our efforts as they align with the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) frameworks, found in the appendix of this report. The key to successful environmental stewardship efforts is the dedication of our employees. With boots on the ground from coast to coast, our people are the driving force for the sustainable growth of MYR Group.

To that end, we place great importance on **social sustainability** by investing in our people, giving back to our communities, and enhancing diversity, equity, and inclusion within MYR Group. Diversification of recruitment efforts, including expanding our reach with new partnerships, helps us attract a diverse talent pool, supporting our long-term business goals and growth. We are working toward greater cultural awareness and developing employee resource groups to help ensure our workforce knows they are valued and feel a sense of belonging. With safety at our core, we strive to protect our people while making a sustainable impact today, tomorrow, and beyond.

This culminates in a company committed to creating long-term shareholder value while adhering to high standards of **corporate governance**. Board

diversification is a key piece of the strength of any ESG approach. The composition of our board provides diverse perspectives that augment and enhance the knowledge and experience of each member. These directors support our business efforts to maintain an appropriate focus on sustainability initiatives and are, in part, responsible for overseeing environmental, safety, and social issues, and other corporate responsibilities that could affect our performance and reputation. Additionally, our policies require the highest standards of ethical business conduct, full and accurate public communication, and compliance with laws and regulations.

As we build and support critical electrical infrastructure services that help power a clean energy future, we are increasing our focus on growing MYR Group in a responsible and sustainable manner, keeping safety at our core.

I would like to personally thank our employees, clients, stockholders, and our communities for their resiliency this year and I look forward to continuing our important work, together.

Sincerely,



**Richard S. Swartz**  
President and  
Chief Executive  
Officer





# ABOUT MYR GROUP INC.

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 where we live and serve. These values guide us in making the right investments in our people and business for the long-term. MYR Group is committed to improving our sustainability performance and meeting emerging sustainability challenges. Part of fulfilling our mission to be the preferred provider of electrical construction services is enhancing our ability to meet the needs of clients while balancing economic, social, and environmental priorities.

With roots dating to 1891 and more than 7,600 employees, MYR Group subsidiaries provide large-scale electrical construction services in the U.S. and Canada. Throughout our history, we have delivered some of the largest electrical infrastructure and notable commercial and industrial projects and have been consistently recognized as one of the top five specialty electrical contracting firms by Engineering News-Record (ENR). This legacy, coupled with a broad national presence, skilled workforce, financial stability, experienced management team and extensive specialized transmission and distribution equipment resources provide customers with the expertise and stability they demand.

## MYR GROUP SUBSIDIARIES:

- 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. *(acquired January 2022)*
- Sturgeon Electric Company, Inc.
- Sturgeon Electric California, LLC
- Western Pacific Enterprises Ltd.

*\*All statistics as of December 31, 2021 unless otherwise noted*

### 1891 ROOTS

130+ years of building & maintaining critical electrical infrastructure

### 7,600+

Employees throughout U.S. & Canada

### 63 OFFICES

Locations throughout U.S. & Canada

### TOP 5 ENR

U.S. Specialty Electrical Contractors for 25+ years in a row

### ANNUAL REVENUE

2021 – \$2.50B  
2020 – \$2.25B  
2019 – \$2.07B

### TOP-TIER GOVERNANCE

Received a 1 (highest rating) by Institutional Shareholder Services (ISS) for our Governance practices

*\*As of January 2022*





# MYR GROUP CULTURE

At MYR Group, our mission to provide superior specialty contracting services by creating mutually rewarding relationships in a safe, sustainable, inclusive, and inspiring environment sets the foundation for our actions each and every day. Our core values have guided how we conduct ourselves as a responsible and respected business. We believe in delivering sustainable value for our people, communities, and stakeholders. Our culture is deeply rooted in our mission, vision, values, and operating principles.

## OUR MISSION

To provide superior specialty contracting services by creating mutually rewarding relationships in a safe, sustainable, inclusive, and inspiring environment.

## OUR VISION:

Creating connections that empower people.

## OUR VALUES:

The following values guide and inspire us, and help to shape our behavior and culture:

- SAFETY
- RESPECT
- RESPONSIVENESS
- CREATIVITY
- INTEGRITY
- INITIATIVE
- TEAMWORK

## OPERATING PRINCIPLES:

- Require a total commitment to safety
- Adhere to the highest ethical standards
- Field the best trained and equipped workforce possible
- Utilize innovative and cost-effective work practices
- Provide high-quality workmanship
- Understand and exceed client expectations





# ESG PRACTICES

Focusing on our carbon footprint, protecting the safety and wellbeing of our people, and supporting the communities where we live and work remain a top priority 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 of 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

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# AT MYR GROUP, SAFETY IS LIFE

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

Our dedication and efforts result in outstanding safety performance and help to maintain our industry-leading reputation as a top specialty electrical contractor.

## We achieve excellence through various facets of our safety program:



We understand the importance of promoting safety first, while proactively developing our people with top-notch training, quality tools, and support. We emphasize quality and safety while incorporating innovation into our actions. In alignment with our safety culture, we believe the rewards reaped from strong safety performance and healthy employees are priceless.

## NECA 2021 SAFETY AWARDS

Numerous districts within MYR Group subsidiaries participate in National Electrical Contractors Association's (NECA) Recognition of Safety Achievement program, 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 and Safety Excellence. Our subsidiaries received the awards listed below in 2021.

### ZERO-INJURY AWARD:

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

### SAFETY EXCELLENCE AWARD:

- E.S. Boulos Company
- Harlan Electric Company
- High Country Line Construction
- Huen Electric
- The L.E. Myers Co.
- Sturgeon Electric Company, Inc.





# SAFETY STATISTICS

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 objective of ensuring all employees return home injury free. Below are MYR Group’s 2021 safety statistics as compared to industry averages by the Bureau of Labor Statistics (BLS).<sup>1</sup>

	Recordable Incident Rates	Lost Time Rates	Fatality Rates
<b>MYR Group</b>	<b>1.24</b>	<b>0.09</b>	<b>12.56*</b>
<b>BLS</b>	<b>1.95</b>	<b>0.85</b>	<b>13.18</b>

\* There was a single fatality across MYR Group subsidiaries in 2021.

## **:60 SECONDS for SAFETY**

*: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, our weekly overall safety performance, and individual and group recognition for outstanding safety achievement.*

<sup>1</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 2020 as 2021 statistics were not available at the time this report was published.



# TRAINING & DEVELOPMENT

We prioritize the training and development of our employees so they are equipped with the latest, most comprehensive, and accurate information possible. Through a combination of quality programs that focus on both tactical skills and human behavior, 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.

## LEAN PRINCIPLES AND PRACTICES

Our construction philosophy is one of continuous improvement centered around process adaption and elimination of waste practices. We utilized proven methodologies to implement this philosophy that improve safety and efficiency on our projects. Employees across the company obtain CM-Lean certifications to support these methodologies and practices, which include:

- **5s:** A system for organizing jobsites so work can be performed efficiently, effectively, and safely – ultimately reducing waste and impacts on the environment.
- **8 Wastes of Lean:** A focused approach to understanding where to expect waste and to adopt methods for improvement.
- **A3 Problem Solving:** A step-by-step methodology for effectively and efficiently identifying and resolving a variety of issues.
- **Last Planner:** A system for capturing planned percent complete (PPC) statistics with constraints and variances for assigned tasks which allows our teams to identify improved workflows and create greater efficiency.

**43,500+**

TOTAL MANHOURS  
OF TRAINING

**6,700+**

FIELD EMPLOYEES  
TRAINED

**1,100+**

INDIVIDUAL  
CLASSES

## EXAMPLE TRAININGS:

- Policies & Procedures
- Behind the Wheel
- OSHA ET&D Partnership Best Practices
- Hazardous Material
- Behavior/Human Performance
- First Aid/CPR/AED
- OSHA 10 & 30-Hour
- ET&D 10 & 20-Hour
- Tools/Vehicles/Equipment/PPE
- New Hire Orientation
- Arc Flash
- Electrical Awareness
- Energized Electrical Work
- Back to Basics – Annual Training
- Safe Work Practices
- Project Management
- Energized Transmission Work
- Wire Stringing
- Rigging & Stringing
- Confined Space Entry
- Trenching and Excavation
- Personal Protective Grounding
- Live Line/Energized (Barehand) Maintenance



# QUALITY

Our QA/QC Program encompasses all project-related activities, is compatible with contract requirements and provides for effective measures with the goal of confirming construction work and materials comply with applicable specifications and requirements.

We seek to ensure operating instructions, training materials, and troubleshooting guides are followed and that individual component tests and complete integral system tests are performed to assure quality and proper functionality. We also see to it that documents and tests conform to specified parameters, and that results of commissioning tests are properly documented.

We use a formal preventive and corrective action system to stop and avoid recurring defects. In addition to dedicated quality control personnel, quality monitoring occurs daily by our leadership in the field. Quality is also assured through post-job testing/evaluation to investigate problems and corrective actions.

Recurring project meetings create opportunities to identify lapses and require immediate corrective action. Management meets regularly to identify areas of improvement. Defective work, accidents, and failures are thoroughly investigated for root cause, and corrective actions, including retraining, are implemented.

## PROGRAM ELEMENTS

PROCUREMENT	DOCUMENT CONTROL	PROCUREMENT PERFORMANCE	INSTALLATION/ CONSTRUCTION	TESTING/ COMMISSIONING
Establish procedures to verify all design requirements are included or referenced in procurement documents. Procurement documents require suppliers to provide a quality control program consistent with our requirement or owner specifications, whichever are most stringent.	Establish/document measures to control issuance and revision of guiding documents that prescribe activities affecting quality. Such measures will help ensure that documents are reviewed for adequacy and accuracy, and approved by authorized personnel.	Establish measures, procedures, inspections, etc. to assure purchased items and services conform to procurement specs. Such measures will include provisions, as appropriate for source evaluation and selection, objective evidence of quality, inspection at the source, and examination of items upon delivery.	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.	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 that testing is performed in accordance with written procedures that incorporate requirements and acceptance limits outlined in design.









# ENVIRONMENTAL STEWARDSHIP

As a leader in the electrical construction industry, we understand our impact and influence on the environment. Our approach to environmental stewardship includes proactive actions, partnerships, and policies to ensure we operate responsibly.

It is our company policy to comply with all applicable environmental policies, statutes, and regulations in order to conduct our operations in a manner which will control and minimize damage to the environment, while protecting the health and safety of our employees and communities. We have established steps in an effort to reduce our carbon footprint, use responsible sourcing of materials whenever possible, salvage/reuse/recycle excess material on projects, and exercise measures throughout our operations to minimize environmental impacts.





## OPERATING SUSTAINABLY

We promote internal company programs in an effort to reduce our carbon footprint and improve our clean resources and also encourage other environmentally friendly measures. Some internal company green initiatives include recycling programs, LED lighting, occupancy sensors, efficient paper consumption measures (double-sided printing, printing materials only when necessary, eliminating use of Styrofoam and other disposable kitchen paper and plastic products), setting computers to “rest” mode, and turning off lights when rooms are not in use.



### GREEN ENERGY USAGE

MYR Group subsidiary Harlan Electric is helping to advance the development of renewable energy by supporting DTE Energy’s MIGreenPower initiative. As a result of this initiative, Harlan’s Michigan district facility is proudly powered by over 50% Green-e Energy certified clean energy and contributing to efforts to reduce our carbon footprint.

### TOOLING

We are conducting an internal assessment to determine the value-add of converting gas tools to battery powered tools and the potential emission reduction and efficiency gain potential within our business operations.

Our phase one assessment is focused on analyzing tools such as the gas-powered chainsaws, cut saws, and generators our teams use in the field.

We will seek to define the metrics to measure the gas-to-battery comparisons that will determine the various degrees of value with each tool conversion.







# ENERGY MANAGEMENT AND GHG EMISSIONS

In an effort to responsibly manage our carbon footprint in an environmentally conscious and sustainable way, we have calculated an estimate of our 2021 Scope 1 Greenhouse Gas (GHG) emissions. We intend to use this estimate as a baseline to assess our progress toward the goal of reducing future GHG emissions.



## IMPROVED FLEET UTILIZATION

At MYR Group, we partner with Zonar for a telematics system installed in nearly 85% of our trucks and is included in the vehicle specifications on the majority of our newly acquired assets. In addition to GPS capabilities, this system allows us to conduct electronic pre-trip inspections, produce monthly fuel and mileage reporting, and track excessive idle times. Through the use of this technology, we endeavor to reduce fuel consumption and improve equipment utilization across our fleet.

## SCOPE 1 – DIRECT GHG EMISSIONS

# 61,751

METRIC TONS OF CO<sub>2</sub>e

### Metric Tons of CO<sub>2</sub>e

We have chosen to disclose our Scope 1 emissions in CO<sub>2</sub> equivalents (CO<sub>2</sub>e), in accordance with the GHG Protocol corporate standards as recommended by the EPA's Center for Corporate Climate Leadership. These 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). Additional detail on our GHG emission calculation methodology and our SASB and TCFD environmental disclosures can be found in the appendix of this report.

# 15%

INTENSITY BASED  
REDUCTION GOAL IN CO<sub>2</sub>e

### Target

We seek more than simply disclosing our impact on the environment, we are focused on a goal to achieve a 15% reduction in our use of carbon-based fuels on an intensity basis by 2032.





# REDUCING OUR IMPACT ON PROJECTS

Sustainability plays a crucial role in our operations, and we endeavor to conduct our business in a way that supports our vision to respect the environment, maintain prudent decision-making, and provide enduring value. Because our work affects our clients, their customers, communities, and the environment, we continually look to enhance local economic vitality, preserve environmental resources and strengthen landowner relations on our projects and the communities we serve.

## COLBY COLLEGE ATHLETIC CENTER

This new 350,000 square-foot athletic facility for Colby College achieved LEED Gold certification, reflecting environmentally sound design due to its compact footprint, renewable energy systems, and ecosystem-sensitive landscape. Serving as design-assist contractor, we installed new electrical distribution and generator systems, lighting and controls, fire alarm system, security system, and complete tele-data system.

## FLORENCE LANDFILL SOLAR

This turn-key photovoltaic installation at the Florence landfill in New Jersey encompasses 29 acres and required the importation of 2,700 cubic yards of compacted fill, remediation of the existing drainage, and restoration of off-cap areas. For this 7.4 MWdc solar facility, we installed 16,256 panels and 1,600 ballasts to support the rack system.



**We strive for sustainability on our projects by reducing waste and diligently implementing measures that minimize or eliminate our impact on the environment.**

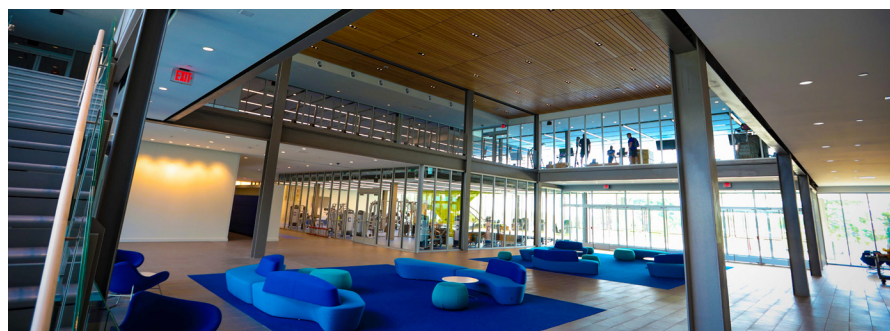
MYR Group's subsidiaries have substantial experience developing, managing, and adhering to environmental compliance standards and requirements with respect to a wide range of impacted site conditions that include:

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



# LONG-TERM PARTNERS IN THE CLEAN ENERGY TRANSFORMATION

MYR Group is proud to have been involved in the renewable energy market for decades and will continue to expand that involvement as the desire and demand for renewable energy continues to grow. We recognize the importance of supporting clean energy solutions and are honored to provide our renewable energy experience in contribution to the evolving renewable energy landscape around us. While our reputation in the clean energy landscape spans several decades, in 2021, MYR Group subsidiaries worked on more than 100 renewable energy projects, including maintenance work on renewable energy facilities. The following projects are a small sampling of our renewable energy efforts and capabilities.



## EV SUPPLY INFRASTRUCTURE PROGRAM

Through a collaborative program with Xcel Energy, we installed primary and secondary power for EV chargers at approximately 80 sites across Colorado. Providing turnkey solutions, we deliver all aspects of the project from design, installation of high voltage infrastructure, and secondary metered service for functional system maintenance.

## SOLTAGE NAPLES PV

This eight-acre solar array will provide 2.6 MWdc (2 MWac) of renewable energy to the citizens of Maine. We installed 6,144 solar photovoltaic (PV) modules, nearly a mile of underground conduit, and pulled, terminated, and tested more than 20 miles of PV string wiring.

## RODDAN LODGE

This 11-story senior living building in downtown Vancouver, British Columbia contains 213 housing units and community services, and pursuing LEED Gold certification. Self-performing 98% of the work, we used innovative communication strategies to collaborate with the general contractor and ensure successful project delivery.

## JPMC DISCOVERY SOLAR

The JPMC solar rooftop and parking canopy installation provides more than 50% of the energy needs of this 67-acre office complex in Tempe, AZ. Our crews provided electrical construction and solar installation services at two sites, totaling 3.64 MW of solar capacity.





# DEMONSTRATED PROJECT EXPERIENCE

## MAINE DISTRIBUTED GENERATION PORTFOLIO

Consisting of four projects with a combined capacity of 26 MWdc (17.3 MWac), this portfolio of projects is interconnected to the Central Maine Power system and will generate enough renewable energy to power the equivalent of approximately 5,200 homes annually. We are delivering the project on an EPC basis utilizing owner provided First Solar Series 6 panels.



## RAPTOR RIDGE SOLAR

Our crews are helping Tucson Electric Power (TEP) build a new solar field: Raptor Ridge, a 100-acre facility that will provide 15 megawatts of photovoltaic (PV) solar generation capacity. Launched in August 2021, the project will finish in April 2022. To build Raptor Ridge, our 65-person crew will install 35,500 PV modules controlled by a fully automated single axis tracker system and five inverter skids, all underground, including the cabling for the DC and communication systems. Raptor Ridge will help TEP reach their carbon reduction goals, while maintaining reliability and ensuring rate affordability for its customers.

## BEN MOREELL SOLAR FARM EXTENSION

This project was an 864 kWdc extension to the previously installed 28 MWdc system that was completed in 2018 as part of the Navy's energy resiliency initiative. Both projects deliver electricity directly to the grid but with some modifications, allowing the Navy to operate the Naval Weapons Station Earle base from solar in the event of a grid outage, as well as directly support Earle's day to day electric use. We installed 2,160 panels on a ballasted racking system over a 3-acre site.

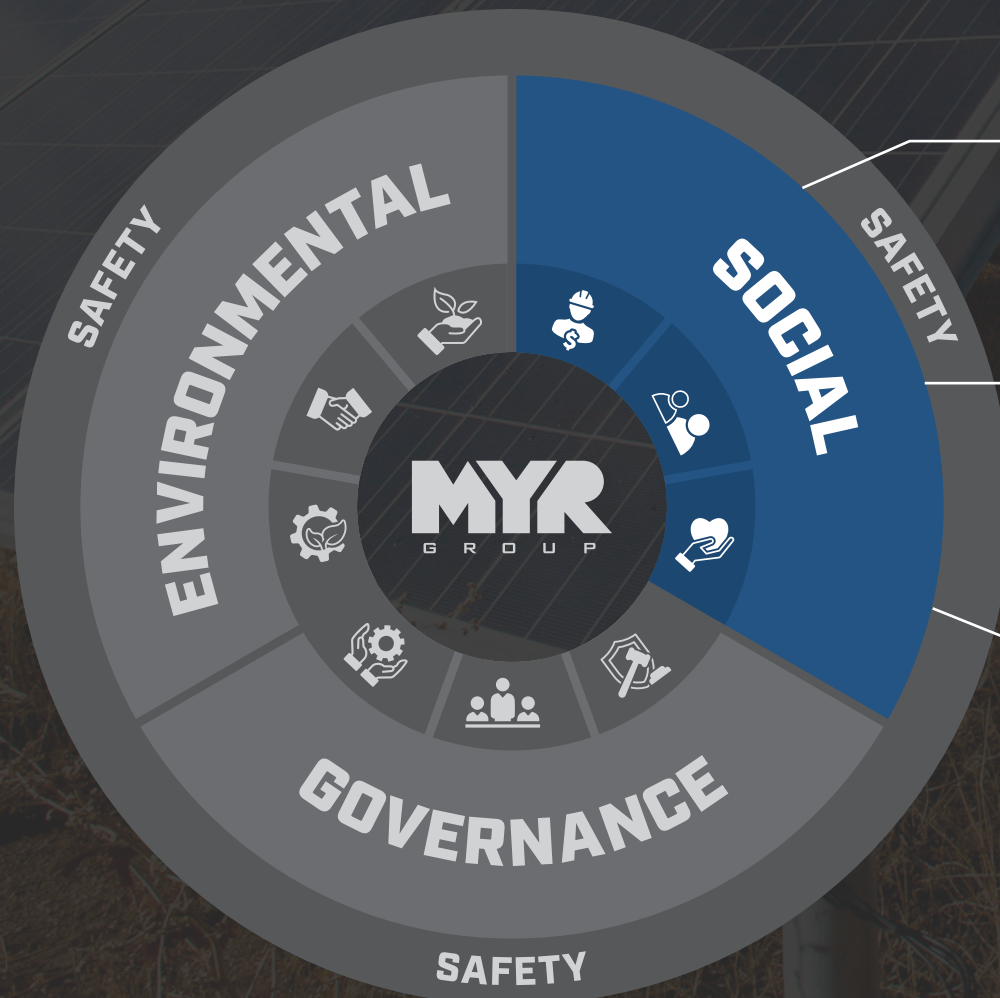


## MACAULAY POINT PUMP STATION


Built to replace the original, this new below-grade pump station in British Columbia redirects wastewater that was pumped directly into the ocean, to a wastewater plant for tertiary treatment. The design of this new pump station applies LEED principles including a rain garden, native plants to reduce irrigation requirements, low-level lighting to minimize light pollution, and a green roof.



# SOCIAL SUSTAINABILITY



Investing In Our People 

Diversity, Equity, and Inclusion 

Giving Back to Our Communities 





# INVESTING IN OUR PEOPLE



At MYR Group, our people 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; where the safety, health, and well-being of our people is our top priority.

- We provide opportunities for personal and **professional growth and development**, and invest in leadership training, mentoring and succession planning initiatives to equip our future leaders for generations to come.
- Our robust **benefits and wellness programs** promote the health and financial well-being of our employees.
- We **respect and protect the rights of our employees** and the need to promote an environment of diversity, equity and inclusion.
- Our **partners, vendors, and subcontractors** are evaluated on several factors prior to selection, which includes past performance, expertise, health, safety, environmental, and ethical practices that are intended to promote fair and safe labor conditions.

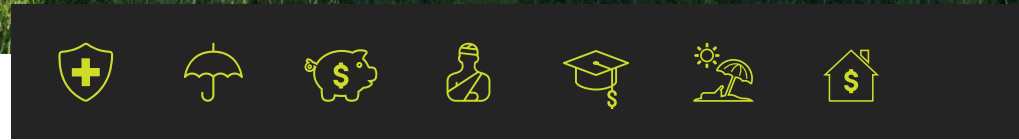


# BENEFITS & WELLNESS PROGRAM

The safety, health, and well-being of our employees serves as the building block of our strong culture. The health of our employees and their families has always been foundational to our company's strength, success, and competitive advantage. Therefore, we provide our employees with robust benefits packages and programs that provide them with the security they need to have peace of mind.

Our competitive benefits package offers low cost, comprehensive medical, dental, and vision coverage for our employees and their families. We support our employees through programs that include health and wellness reimbursable items for physical, financial, and mental wellbeing, no-cost flu shots, life insurance, disability coverage, 401(k) matching and flex spending accounts. In addition, company-sponsored sports teams and sponsorships with charitable organizations hosting runs, walks, bike events, and more encourage physical fitness.

We provide employees with paid time off and holiday pay, as well as numerous discounted rates on items such as fitness memberships, legal services, home and auto insurance, identity theft protection, new vehicle purchases, cellular service, personal loans, and others. To support the continued development and growth of our employees, we offer generous education plans and tuition reimbursement as well as a vast learning management program.





# A LEARNING ORGANIZATION

Through various initiatives aimed at all employees from new recruits to seasoned leaders, we strive to provide stimulating, ethical, and safe work environments where our people can flourish personally and professionally. Our robust training programs range from leadership development to project management, and skilled trade certification programs. The investments we are making help ensure our people are skilled and working as safely and efficiently as possible.



## MYR CORE Leadership Program

To date, more than 300 leaders throughout the company have participated in the year-long MYR CORE Leadership Program. The program employs Franklin Covey's proven training content to build and reinforce core leadership competencies and prepare managers for increased leadership roles.



**Last year we launched MYR Group University, an online learning management system, to help address the need for on-demand, easy to access training and development opportunities. This valuable tool allows managers and employees to create a personalized program for career development. Employees have 24/7 access to quality educational and skill-focused courses.**

Additionally, LinkedIn Learning is available to our employees, which provides up-to-date content from experts in the fields of business, design and technical online courses.

## MYR GROUP UNIVERSITY

**4,218**

COMPLIANCE TRAINING COURSES COMPLETED IN THE NEW ONLINE MYR UNIVERSITY

**27,828**

TOTAL TRAINING COURSES COMPLETED IN THE NEW ONLINE MYR UNIVERSITY

**253**

EMPLOYEES TRAINED LAST YEAR THROUGH THE NEW ONLINE MYR UNIVERSITY



# DIVERSITY, EQUITY, & INCLUSION

**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 – which is key to increasing MYR Group’s value.**

We embrace diversity and inclusion as vital ingredients to our success. A diverse workplace in race, ethnicity, gender, background, identity, age, education, and thought 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 continually enable us to confront and overcome many of the challenges posed to our industry or our communities. To this end we 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.
- Provide opportunities for personal and professional growth and development, and continuously invest in leadership training, mentoring and succession planning initiatives to equip our future leaders.



## BACKGROUNDS AND IDENTITY

Diversity in our workforce from race, gender, and creed to sexual orientation and ethnicity, adds value to our company that cannot be achieved in any other way. MYR Group employs people from varying and complex backgrounds, each one of them bringing their own unique identity to the company and making us better and more valuable for it. MYR Group seeks such diverse backgrounds and identities at all levels, from the board of directors to management to field crew members, to bring out the best in the company and its employees.

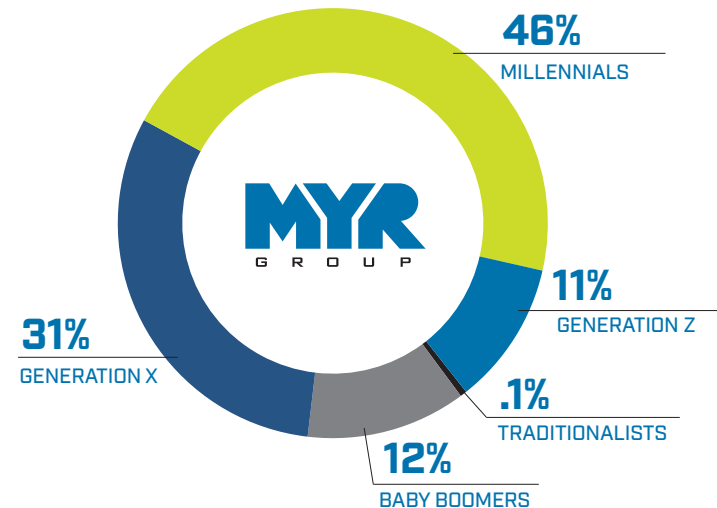
## RECRUITING

We focus on developing diverse recruitment practices and the benefits of a broad range of candidates for any job posting across the company. Expanding our job boards, increasing outreach to more schools, interacting with diverse student populations whether it be through speaking engagements or recruitment fairs, delivers value across our organization. Working with veterans and military recruitment sites continues to be a priority at MYR Group and we continue to seek meaningful partnerships to expand our recruitment efforts. We are especially proud of our new partnership with In Her Sight, a job board, review and storytelling site where we tell our story and can connect with women looking to make a career change in a positive and uplifting environment.



## 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 an unprecedented five 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.



## 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 MYR Group'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 values continuing education. We offer generous education plans and tuition reimbursement programs covering up to 90% of the costs of a relevant degree through our Educational Assistance Program.





# GIVING BACK TO OUR COMMUNITIES

As long-standing members in 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.





# CONTRIBUTING TO CAUSES WE CARE ABOUT

MYR Group continues to contribute to causes that improve the communities where we live and work. We give nationally to large nonprofit organizations such as Susan G. Komen, Freedom Service Dogs of America, United Way, Boys & Girls Clubs, Leukemia & Lymphoma Society, American Cancer Society, National Multiple Sclerosis Society, and the American Heart Association. Locally, we support 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. 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.

**10,700+** VOLUNTEER HOURS

MYR Group and its subsidiaries have donated more than \$1.5 million in the last three years (since 2019) to charities across the world, and 900+ volunteer hours in employee and pro-bono electrical construction work.



The Sturgeon Electric team in Arizona participated in a candlelight walk to support Phoenix Children’s Hospital **Ignite Hope** event in December 2021. Finishing as the top fundraiser out of 159 teams, they raised nearly \$10,000 for the Phoenix Children’s Hospital annual Child Life Toy program.



The L.E. Myers Co. Hosted their 1st annual Charity Golf event in September 2021. Through the generous support of their partners and friends, the team donated \$40,000 to **Carry The Load** (CTL) headquartered in Dallas, Texas. The organization’s mission connects Americans to the sacrifices made by our military, veterans, first responders and their families.



In 2021, CSI Electrical Contractors, Inc. raised more than \$19,000 to support women’s and men’s health. Through the generous support of their employees, they raised \$10,000+ for the **National Breast Cancer Foundation, Inc.** and \$9,000+ for **Movember**, which raises awareness and funds for critical biomedical research that addresses mens health issues.

# INDUSTRY INVOLVEMENT & MEMBERSHIP

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.** Below are a few examples of our industry partnerships and memberships.



### OSHA Voluntary Protection Program (VPP)

OSHA's 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.



### 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 continued sponsor for more than five years, MYR Group representatives are active participants of events that promote knowledge sharing, collaboration, and professional networking.



### Edison Electric Institute (EEI)

Edison Electric INSTITUTE

As a member of 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.



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



### 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.



### Center for Energy Workforce Development (CEWD) Membership

MYR Group partners with CEWD, a non-profit consortium of electric, natural gas, nuclear utilities and affiliates. We engage with 120+ companies to share knowledge and identify ways to attract and support talent across our industry. Our Talent Acquisition Partners sit on the Diversity, Contractor Workforce, and Troops to Energy communities of practice.



# PARTNERING WITH DIVERSE VENDORS & SUBCONTRACTORS

We are dedicated to the fair consideration of all suppliers in our day-to-day procurement of materials, equipment, and services as required for any project. We understand the importance of supplier diversity and **strive to provide opportunities for disadvantaged, women, minority, and other vendors** that have been certified by a federal, state, or local government.

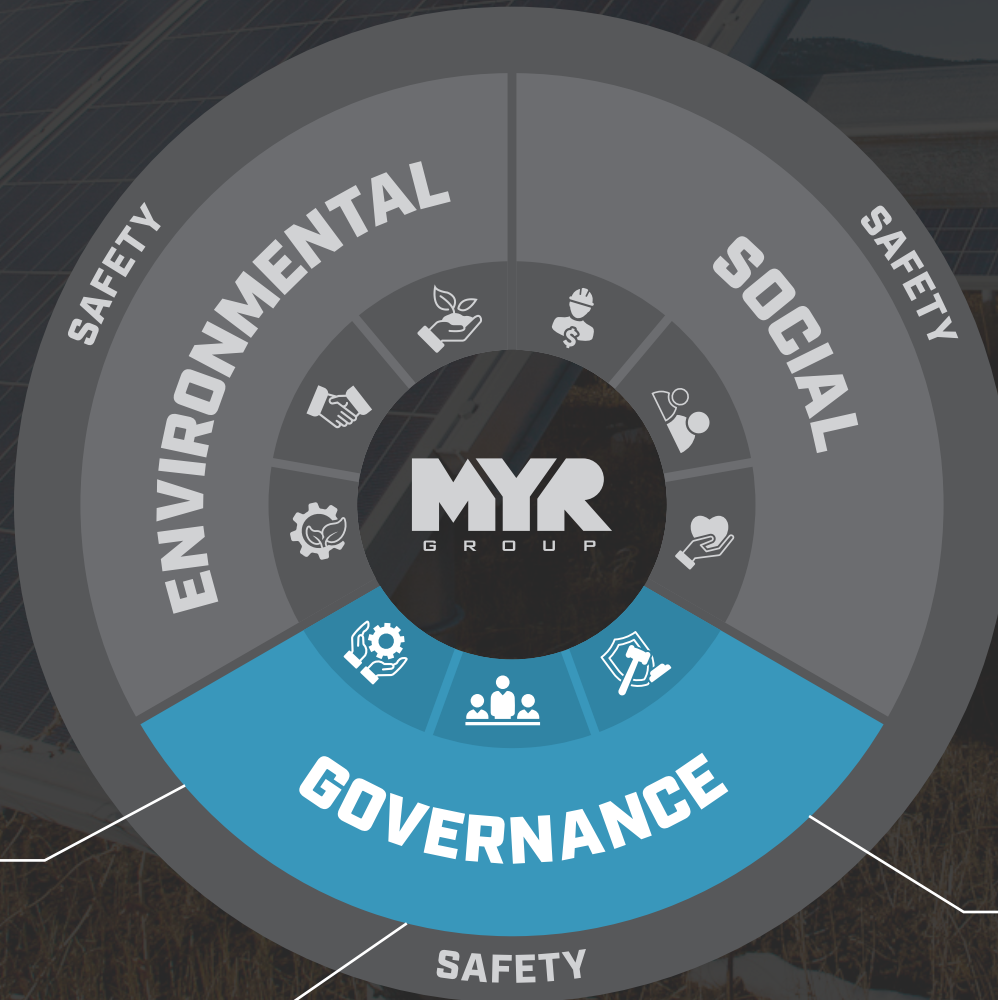
We have an established network of diverse firms from whom we solicit bids to achieve a full commitment to our projects and provide a competitive edge in producing high-quality, low-cost, innovative products and services. All contractors undergo a thorough review of safety performance, operating capabilities, and financial strength prior to the start of any job.

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





# GOVERNANCE



Corporate Governance



Emphasis on Strong Board Composition



Establish Policy and Guidance



## DIVERSE DIRECTORS

# 33%

■ **3 of 9** directors are female or ethnically diverse

■ **2 of 9** directors are women

Our board currently includes two women, one of whom is of Middle Eastern descent, an African American, and two non-US citizens.

## MAJORITY INDEPENDENT

# 78%

■ **7** Independent directors

■ **2** Non-Independent directors

## VARIED TENURE

# 6:3

 Short:Long Tenure

■ **6 of 9** 0-7 years

■ **3 of 9** 11 or more years



# BOARD COMPOSITION

The Board of Directors (or “Board”) of MYR Group 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, they follow 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.

## DIRECTOR DIVERSITY

We believe diversity of our Board is a critical component of creating long-term value for our shareholders which is embodied in our Corporate Governance Principles that places value on diversity in the director nomination process. The Board has and will continue to make gender, race/ethnicity, national origin, career experience, and diversity of thought, key factors when considering director candidates. Diverse 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.

The Board has made an active commitment to increase its diversity. Since 2015, shareholders have approved six new directors, replacing longer term members. In the last three years alone, three new directors have joined the board, two of them female.

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 in composition and perspective.

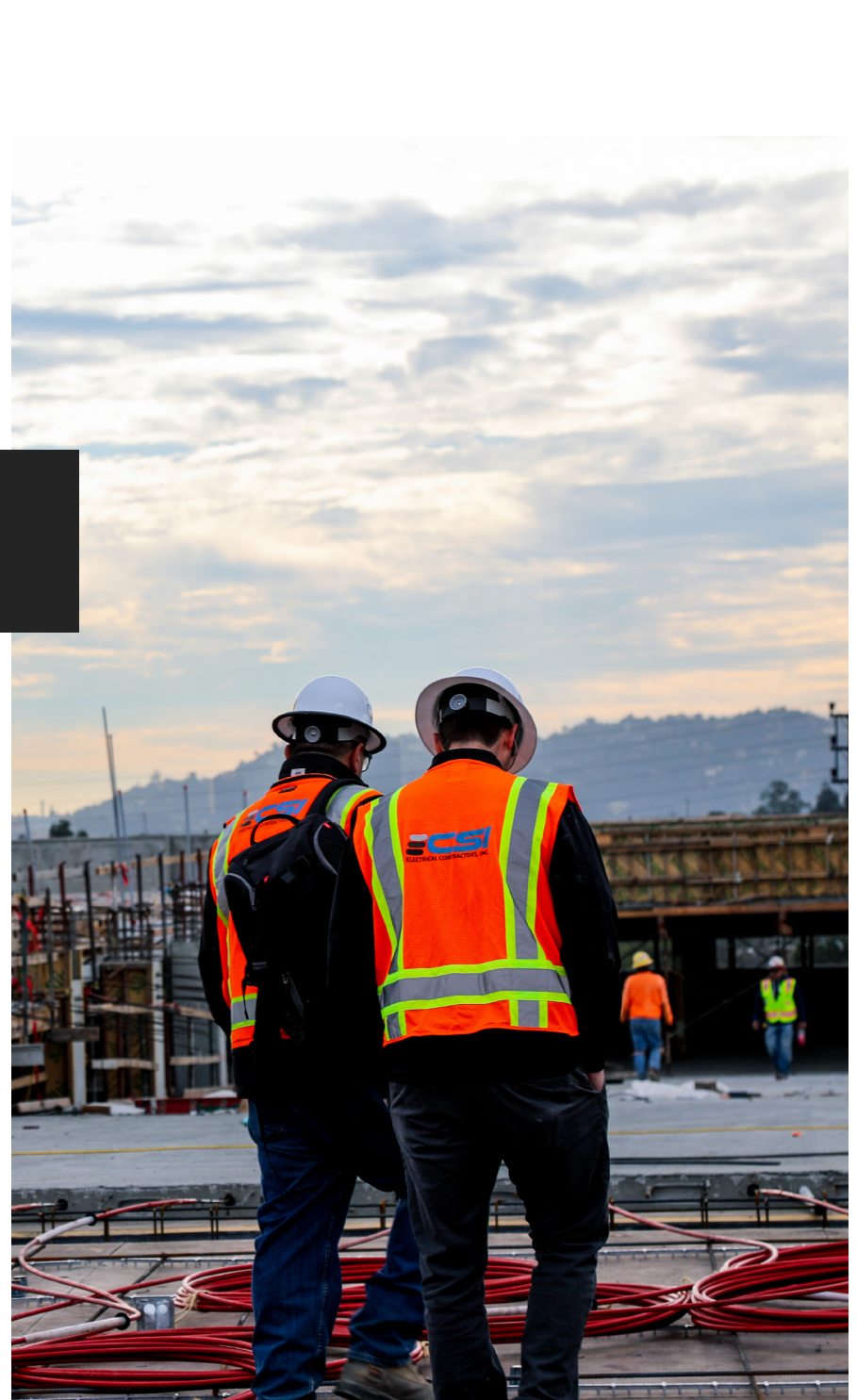
# CORPORATE GOVERNANCE



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:

- Develop recommendations to the Board with respect to the adoption of environmental and social policies, systems, strategies, and initiatives
- Assist 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
- Identify and recommend individuals qualified to serve as directors on the Board
- Advise on the Board’s size, composition, procedures, and committees
- Advise on corporate governance matters, including the ongoing review and assessment of the Board’s Corporate Governance Principles
- Oversee the self-evaluation of the Board and the Board’s committees
- Assist in determining whether the Company has appropriate policies, management systems, strategies and initiatives in place with respect to ESG







# COMPANY POLICIES

We have a Code of Business Conduct and Ethics (the “Code of Ethics”) applicable to all our directors, officers, and employees. The Code of Ethics promotes honest and ethical conduct; full, fair, accurate, timely, and understandable disclosures; and compliance with applicable laws, rules, and regulations. Our Code of Ethics articulates our commitment to diversity and the environment.

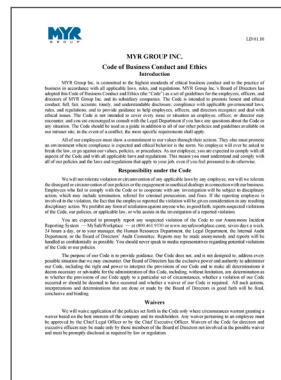
The Code of Ethics policy seeks to promote practices that cultivate diversity in employee recruitment and in the utilization of subcontractors and suppliers.

Moreover, we promote sustainability and 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.

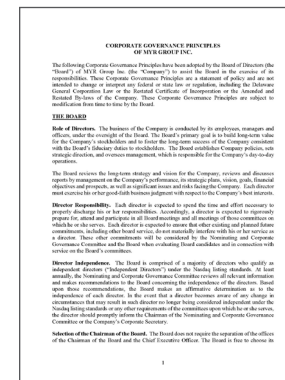
Providing a framework for MYR Group’s governance practices, our Corporate Governance Principles also assist the Board with their responsibilities to manage compliance with governing law and our policies.

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:

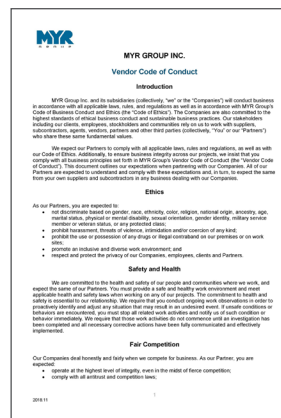
**myrgroup.com**



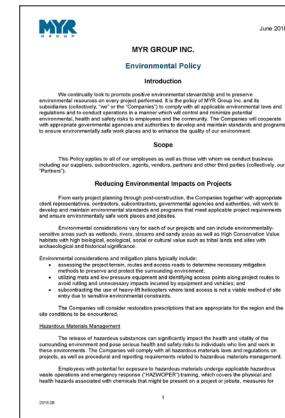
**Code of Business Conduct and Ethics**  
*(click to view)*



**Corporate Governance Principles**  
*(click to view)*



**Vendor Code of Conduct**  
*(click to view)*



**Environmental Policy**  
*(click to view)*

# CORPORATE POLICIES

## HUMAN RIGHTS

We respect and protect the fundamental rights of our employees, evidenced by our Code of Ethics and employment practices. We have zero tolerance for any practice that violates the fundamental rights of our employees such as child labor or any forced labor, including human trafficking. Moreover, we promote the rights of women, minorities, and indigenous groups (including the guarantee of free, prior, and informed consent). Additionally, we believe in providing a living wage to all employees and respecting their rights to freely associate and collectively bargain.

## VENDOR CODE OF CONDUCT

We also maintain a Vendor Code of Conduct policy which applies to our suppliers, subcontractors, agents, vendors, partners and other third parties ("Partners"). This policy seeks to promote ethical behavior and an inclusive and diverse work environment. It establishes our expectation that our Partners engage in non-discriminatory behavior, maintain a commitment to health and safety, deal honestly and fairly when competing for business, and avoid conflicts of interest. Our partners are further expected to maintain a zero-tolerance policy towards bribery and corruption.

## ENVIRONMENTAL

We continually look to promote positive environmental stewardship and to preserve environmental resources on every project performed. It is the policy of MYR Group and its subsidiaries to comply with all applicable environmental laws and regulations and to conduct operations in a manner which will control and minimize potential environmental, health and safety risks to employees and the community. The Companies will cooperate with appropriate governmental agencies and authorities to develop and maintain standards and programs to promote environmentally safe workplaces and to enhance the quality of our environment.

## ANTI-HARASSMENT

We strive to maintain a professional environment that is based on respect and tolerance. Any form of harassment based on gender, race, color, religion, national origin, age, marital status, physical or mental disability, sexual orientation, gender identity, military service member or veteran status, or any protected class, or otherwise will not be tolerated. Employees are to report such harassment to a manager, the Human Resources Department, or the Anonymous Incident Reporting System. It is our policy to act promptly to address the issue. We recognize the sensitive nature of these claims and work to treat allegations confidentially, to the extent possible, to protect all parties. Retaliation against any employee who reports harassment is not tolerated.

## ANTI-BRIBERY

We are committed to the highest standards of professional and ethical conduct in the actions of our directors, officers, employees and agents in the U.S. and foreign countries. Accordingly, the Company maintains a zero-tolerance policy towards bribery and corruption as evidenced in our Anti-Bribery and Corruption Policy. This policy, in combination with Company procedures and training, maintains compliance with the United States Foreign Corrupt Practices Act ("FCPA"), Canadian Corruption of Foreign Public Officials Act ("CFPOA") and similar laws of the U.S. and foreign countries. Under the FCPA, CFPOA and similar anti-corruption laws, it is illegal for the Company and its officers, directors, employees and agents to directly or indirectly offer, make, promise, or authorize payments to foreign officials for an improper purpose. The FCPA also requires the Company to maintain its books and records in complete and reasonable detail and to maintain effective internal controls. Therefore, the Company prohibits the use of funds or assets for any unlawful, improper, or unethical purpose.



# APPENDIX: SASB/TCFD SUMMARY

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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
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	IF0301-01	None
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion and Analysis	IF0301-02	MYR Group addresses environmental risks associated with its projects through its Environmental Policy. Found at <a href="https://myrgroup.com/why-myrgroup/sustainability">myrgroup.com/why-myrgroup/sustainability</a>  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, ensure compliance with environmental laws and regulations, and ensure 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 Amount of warranty re-work – \$87,566 <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 – \$14,935 (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 1.24, a lost time incident rate of 0.09, and 1 workplace fatality.
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 <a href="https://myrgroup.com/why-myrgroup/sustainability">myrgroup.com/why-myrgroup/sustainability</a>  MYR Group is not involved in the water design or installation on its projects.

<sup>1</sup>Refers to the cost of warranty re-work incurred related to MYR Group's contractual warranty obligations and tracked as such. MYR Group acknowledges that non-warranty re-work may occur during a project and it actively tracks project quality, productivity, and profitability to ensure re-work is minimized.



# SASB/TCFD SUMMARY TABLE



TOPIC	ACCOUNTING METRIC	CATEGORY	SASB CODE	DISCLOSURE OR LOCATION
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	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="https://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.

# SASB/TCFD SUMMARY TABLE

GENERAL ACCOUNTING METRIC DISCLOSURES	UNIT OF MEASURE	CATEGORY	DISCLOSURE
Number of active projects	Quantitative	IF EN 000.A	2,300
Number of commissioned projects	Quantitative	IF EN 000.B	1,156
Total backlog	Quantitative	IF EN 000.C	Total backlog as of December 31, 2021: \$1.783 Billion

## TCFD REPORTING

Reporting period January 1, 2021 – December 31, 2021



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 includes 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>



# TCFD REPORTING

Reporting period January 1, 2021 – December 31, 2021

AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
<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="http://myrgroup.com/why-my-group/sustainability">myrgroup.com/why-my-group/sustainability</a> for more information on MYR’s efforts for addressing environmental impacts.</p>
<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><b>Risks</b></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><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Demand for MYR Group constructions services may increase as clients demands increase to mitigate climate change.</li> <li>• Demand for MYR Group’s renewable projects solutions may increase as clients 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>

# TCFD REPORTING

Reporting period January 1, 2021 – December 31, 2021

AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
<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.
	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>Risk Management</b>	Describe the organization's process for identifying and assessing climate-related risks.	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.
	Describe the organization's process for managing climate-related risks.	
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's risk management.	
<b>Metrics and Targets</b>	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	MYR Group discloses Scope 1 green house gases on page 16 of this report. We are investigating the feasibility of disclosing Scope 2 and 3 emissions. We are also establishing methodologies and practices to increase its 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.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	



# Scope 1 Green House Gas Metric Accounting & 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 best estimates and information available to MYR Group at the time this report was published. MYR Group believes the metrics in this report are a reasonably accurate estimation of MYR Group's 2021 Scope 1 GHG metrics as calculated in accordance with the "Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard." However, MYR 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 emissions for the natural gas purchased by its corporate and subsidiary offices (Stationary Combustion) and the fuel used by its fleet vehicles (Mobile Combustion) is based on Environmental Protection Agency (EPA) guidance provided in its December 2020 "Greenhouse Gas Inventory Guidance-Direct Emissions from Stationary Combustion Sources" publication (the "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, developed by the Work Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

## STATIONARY COMBUSTION

The Scope 1 emissions for MYR Group's Stationary Combustion are based on natural gas use at sixty-four (64) corporate and subsidiary office locations. However, MYR Group's Scope 1 metrics EXCLUDE all other fuels and locations, including but not limited to, jobsites, job trailers, lay down yards, and emissions from employee's working from home. The Scope 1 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, 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 we 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, therefore "Equation 3" in the Guidance was not utilized. Instead, MYR Group utilized "Equation 1" and "Equation 2" as defined by the Guidance.

### **"Equation 1 or 2"**

"Equation 1" 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 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 utility, MYR Group utilized "Equation 2."

Not all MYR Group offices utilize natural gas. Additionally, certain MYR Group offices are believed to use natural gas but records of such use were not reasonably available at the time this report was published. In such instances, the average use of natural gas per office across all MYR Group offices was used.

## MOBILE COMBUSTION

The Scope 1 emissions for MYR Group's Mobile Combustion are based on fuel input analysis 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 2021 is not available, MYR utilized Equation 1 from the guidance to calculate CO2 emissions.

In an effort to disclose results in line with the "Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard" MYR Group used the Greenhouse Gas Protocol's "GHG Emissions Calculating Tool" spreadsheet found at <https://ghgprotocol.org/ghg-emissions-calculation-tool>.

MYR Group Mobile Combustion metrics are based on fuel purchase reports for the 2021 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."



# MYR

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