

2025

CORPORATE RESPONSIBILITY

# FUTURE

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



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## 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 goals 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 2025 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 2025 Corporate Responsibility Report nor the continued availability of this 2025 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 2025 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.

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

## A Message from Our President & Chief Executive Officer

*Rick Swartz*

At MYR Group, we strive to operate responsibly, invest in our people, and deliver reliable electrical construction services for our clients.

On behalf of the Board of Directors and MYR Group management, we are pleased to release our annual Corporate Responsibility report. This report highlights responsible business practices, with an emphasis on safe operations and environmental stewardship. Our corporate responsibility priorities guide our daily work, core principles, and strategic planning for the future.

Through our Transmission & Distribution (T&D) and Commercial and Industrial (C&I) business segments in the United States and Canada, MYR Group focuses on the environmental and social practices we can control and influence. We prioritize the health and well-being of our employees, uphold strong corporate governance standards, and strive to act as diligent environmental stewards.

We continue to serve as a strong and dynamic partner for our clients as we aim to incorporate principles of **environmental stewardship** into our project planning and execution, with a focus on minimizing impacts during construction and providing safe, reliable project delivery. We prioritize operational excellence and safety across the organization and we continue to invest in resources, technology, and capabilities in our efforts to meet or exceed environmental requirements. These efforts reflect our ongoing commitment to conducting business in a responsible manner.

In this annual corporate responsibility report, we provide ESG disclosures through the Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and the Greenhouse Gas Protocol framework. We analyze potential operational risks and environmental impacts to better understand our impact and develop mitigation strategies. We continue to track Scope 1 and Scope 2 greenhouse gas emissions, as well as water and electrical grid usage.

Our employees are at the heart of everything we do, and investing in their development, safety, and well-being is a central part of our **social responsibility**. We work to maintain a workplace that values diverse backgrounds, cultures, and perspectives. Through charitable contributions, volunteerism, and other initiatives, our team gives back to the communities we serve with the goal of fostering positive change. Together, and through these commitments, we strive to strengthen our workforce, our communities, and our work.

We view board oversight and composition as important components of our **corporate governance** framework and our broader business objectives. Our board includes a range of perspectives, experiences, and backgrounds that inform decision-making and support consideration of ESG-related matters. Beginning in 2026, all board members will stand for annual election, subject to applicable requirements, as part of our corporate governance practices related to shareholder engagement and accountability. We maintain policies intended to promote ethical business conduct, support transparent communications, and encourage compliance with applicable laws and regulations. Our focus on established business practices and responsible growth continues to position us for long-term success.

My sincere thanks to our employees, clients, communities, and shareholders for your continued commitment over the past year. We look forward to building on our accomplishments and continuing our important work together.

Sincerely,



**Rick Swartz**  
President & CEO

## 2025 AT A GLANCE

### \$3.66B

#### ANNUAL REVENUE

MYR Group reported record revenues of \$3.66 billion for the full year of 2025.

### 78,501

#### SCOPE 1 EMISSIONS

In 2025 our estimated Scope 1 GHG emissions were 78,501 metric tons of CO<sub>2</sub>e.

### 23 NECA

#### SAFETY AWARDS

Eight MYR Group subsidiaries across 17 districts received NECA Safety Excellence and Zero Injury recognition.

### 2,247

#### SCOPE 2 EMISSIONS

In 2025 our estimated Scope 2 GHG emissions were 2,247 metric tons of CO<sub>2</sub>e.

### 15% CO<sub>2</sub>e

#### 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.

### \$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.

### 39,197

#### WATER USAGE

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

### 9,000+

#### EMPLOYEES

MYR Group subsidiaries include the expertise of more than 9,000 employees located throughout the U.S. and Canada.

### 25+

#### RANKED TOP 5 ON ENR

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

### 92,900+

#### TRAINING HOURS

MYR Group provided more than 92,900 workhours of health and safety training to employees company wide.

### 2026

#### BOARD DECLASSIFICATION

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

## OVER A CENTURY OF SAFELY DELIVERING POWER THAT SUPPORTS PEOPLE & COMMUNITIES

With a history spanning more than a century, MYR Group provides electrical construction services across the United States and Canada. Our experience includes work on complex electrical infrastructure projects, as well as a range of commercial and industrial facilities. We seek to serve our customers as a transparent and collaborative partner, drawing on integrated capabilities, technical expertise, and coordinated project delivery to support reliable project outcomes and responsive customer service.

We endeavor to operate as a safe and responsible company. 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 nearly 135 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

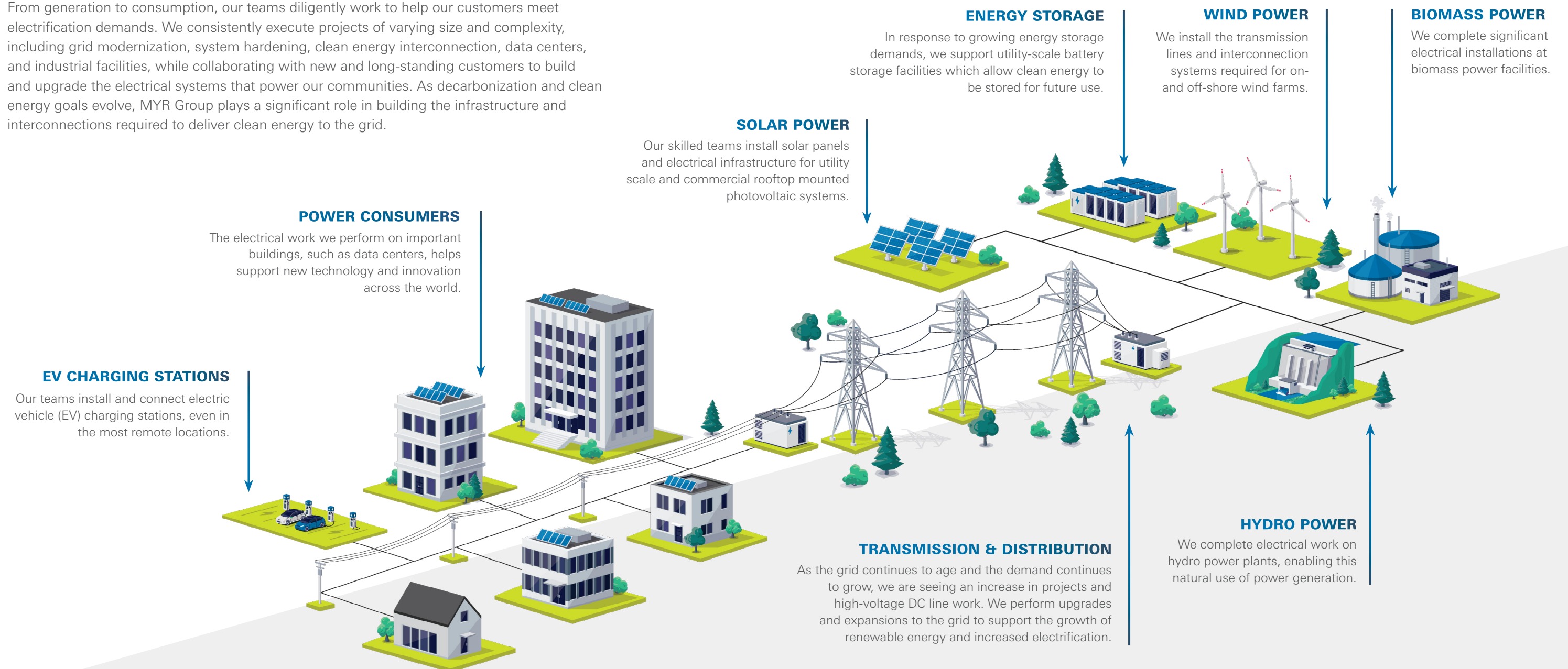
- CSI Electrical Contractors, Inc.
- E.S. Boulou Company
- Great Southwestern Construction, Inc.
- Harlan Electric Company
- High Country Line Construction, Inc.
- Huen Electric, Inc.
- The L.E. Myers Co.
- MYR Energy Services, Inc.
- Powerline Plus Ltd.
- Sturgeon Electric Company, Inc.
- Sturgeon Electric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

## MEETING THE RAPIDLY GROWING

## ENERGY DEMAND

CLEAN ENERGY  
TRANSFORMATION PARTNER

From generation to consumption, our teams diligently work to help our customers meet electrification demands. We consistently execute projects of varying size and complexity, including grid modernization, system hardening, clean energy interconnection, data centers, and industrial facilities, while collaborating with new and long-standing customers to build and upgrade the electrical systems that power our communities. 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.



# 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.

Each section of this report highlights the role these practices play in the responsible growth of MYR Group.

Caballero Renewable Energy Project: Nipomo, CA  
CSI Electrical Contractors, Inc.

# SAFETY



With safety at our core, we seek exemplary performance through established safety practices and a commitment to the well-being of our people. We are proud of our behavioral commitment to safety, a strong culture built on leadership, employee dedication, ongoing training programs, and industry involvement, all alongside a focus on innovation and improvement.

Black Springs BESS Project: Graford, TX  
Great Southwestern Construction, Inc.

AT MYR GROUP

# SAFETY IS LIFE

Safety is a core value of our organization, extending from our leadership to the field. Embedded within our culture, our subsidiaries emphasize safety leadership and performance accountability. Based on injury and incident rate data reported under applicable NAICS classifications, our safety results have remained well below industry averages published by the Bureau of Labor Statistics. These outcomes reflect leadership commitment and an engaged workforce that takes shared responsibility for individual and collective safety.

This core value drives our continued pursuit of safety improvements and opportunities. We understand the importance of promoting safety first while developing our people with ongoing quality training, tools and support. Our programs incorporate hazard recognition and energy-based safety principles across training and operating procedures to support incident prevention. Our commitment to safety and continuous improvement supports consistent performance across our operations. Through our commitment, we strive to deliver the best training, tools, equipment, support, and monitoring with the goal that all employees return home injury-free.

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

 <b>EXCEPTIONAL MANAGEMENT SUPPORT</b>	 <b>HIGH DEGREE OF EMPLOYEE INVOLVEMENT</b>	 <b>INNOVATIVE COMPANY PROGRAMS</b>	 <b>TRAINING &amp; ORIENTATION</b>
 <b>INDUSTRY INVOLVEMENT</b>	 <b>PERSONAL CERTIFICATIONS &amp; ACHIEVEMENTS</b>	 <b>INDUSTRY-LEADING SAFETY STATISTICS</b>	 <b>INDUSTRY RECOGNITION &amp; AWARDS</b>



### STRONG OSHA VPP REPRESENTATION

As of January 2026, across all industries, there are roughly 1,851 OSHA Voluntary Protection Program (VPP) sites nationwide. Of those, only 68 are classified as mobile workforces. This includes 20 sites performing electrical, low-voltage or power-related services which hold VPP's highest status (STAR). MYR Group companies made up four of those VPP STAR sites with mobile workforces.

### NECA 2025 SAFETY AWARDS

Eight of our NECA-affiliated subsidiaries were recognized by NECA for safety in 2025 with 23 separate safety excellence and/or zero-injury awards. This elite safety program recognizes and awards NECA member companies that excel in health and safety by examining company OSHA records, safety practices and policies, and overall compliance.



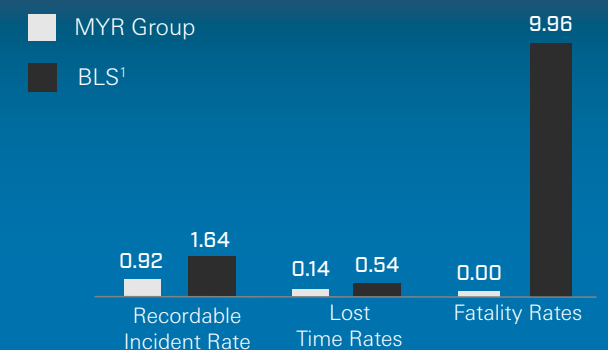
### PARTNERING TO ADVANCE SAFETY

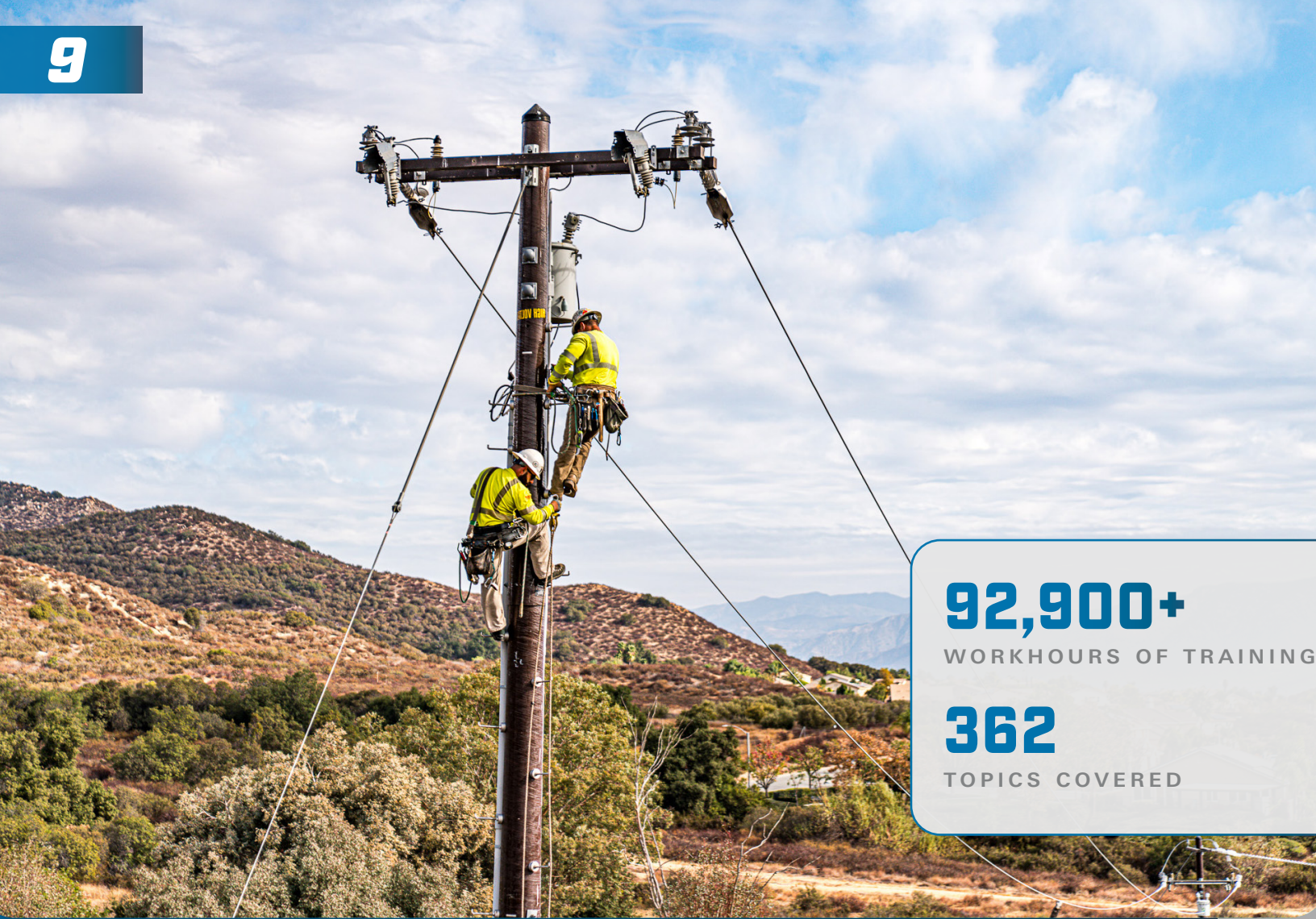
Our subsidiaries partner with industry groups to advance safety in the electrical construction industry. In 2004, we were among the six founding member companies who partnered with OSHA to form the Electrical Transmission & Distribution (ET&D) Partnership. For more than twenty years, the group has been instrumental in reducing injury and fatality rates across our industry and pioneered training improvements.

We are also a member company of the Construction Safety Research Alliance (CSRA) and have been involved since 2019. CSRA conducts extensive research into safety topics including hazard recognition methods and effectiveness. Their research is producing new ways to improve construction workplace safety. Members of our corporate training team continue to serve on CSRA research projects to support industry safety advancement.

### 2025 MYR GROUP SAFETY STATISTICS COMPARED TO BUREAU OF LABOR STATISTICS (BLS) INDUSTRY AVERAGES

<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 2024 as 2025 statistics were not available at the time this report was published.





**92,900+**  
WORKHOURS OF TRAINING

**362**  
TOPICS COVERED

## TRAINING & DEVELOPMENT IS PARAMOUNT

MYR Group’s corporate safety training team focuses on the development and delivery of health and safety, developing training and materials critical for field crews and safety professionals. Over the past year, the team has expanded, adding various roles including additional technical experts, to make its training even more beneficial and enhance their ability to engage with operations throughout the company and support safety in the field.

This has facilitated even greater collaboration between operations and safety personnel, including the development of several joint committees to identify opportunities to improve and expand technical training. It also resulted in launching a safety specialist bootcamp to teach current electrical theories, work standards, and practices that the transmission and distribution crews receive, tailored for safety professionals of all experience levels.

We also launched the Live Line Academy in 2025 to provide barehand, live-line training as energized work needs grow. The facility in Alvarado, Texas enables teaching this specialized form of energized work in a practical setting with a variety of energized structures in a safe, controlled environment.

## FOCUSED ON CONTINUOUS TRAINING IMPROVEMENTS

MYR Group has increased collaboration across safety and operations, forming joint committees to evaluate work practices and identify targeted training improvements. These efforts have led to a variety of changes including EPZ bonding and grounding procedural improvements, an updated Operator Training video series, new crane operator qualification protocols and training video, and enhancements to the energized electrical work program.

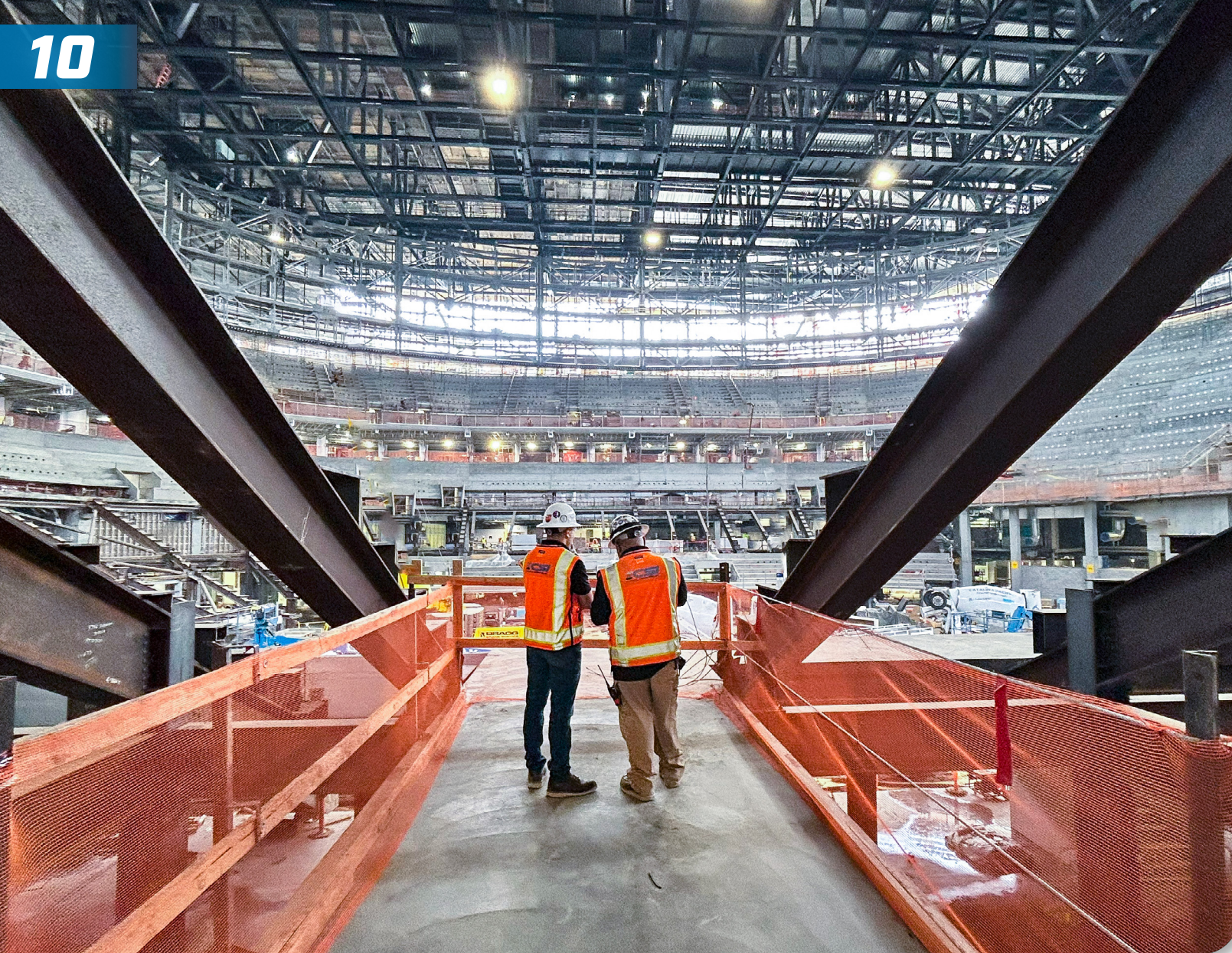
### EXAMPLE TRAININGS:

Driver Safety (including Smith System Driver Improvement Institute)	Back to Basic
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

### BACK TO BASICS

MYR Group is seeking to reduce common construction industry incidents through its Back-to-Basics refresher training program. The program reinforces safe work practices for craft employees, who arrive qualified and experienced but still benefit from periodic reinforcement to help prevent human error. After launching company wide in 2024, the program expanded in 2025 with additional customized content and updated formats, making it easier for field leaders to complete required modules and select the most relevant supplemental courses for their teams.





## QUALITY ASSURANCE & QUALITY CONTROL

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

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

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

## PROGRAMS ARE GENERALLY ADMINISTERED USING A THREE-PHASE CONTROL SYSTEM:

### 01

#### 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.

### 02

#### 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.

### 03

#### FOLLOW-UP PHASE

The ongoing verification that work is in compliance with contract requirements, and any rework items are being corrected or completed.



#### 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 are designed to help confirm that documents are reviewed for adequacy and accuracy and approved by authorized personnel.



#### PERFORMANCE

Establish measures, procedures, inspections, etc. to seek to verify 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.



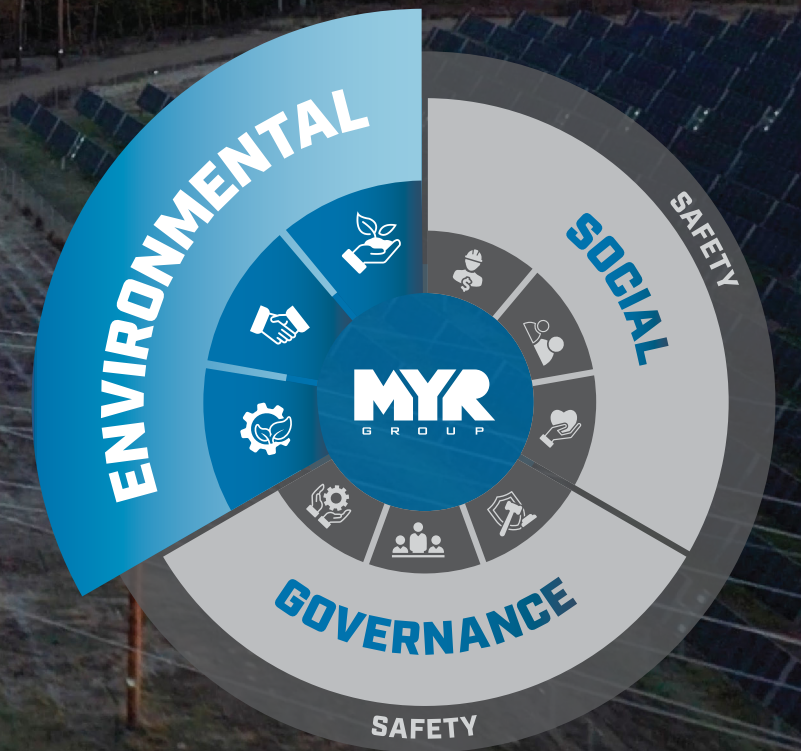
#### TESTING/ COMMISSIONING

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 seek to ensure testing is performed in accordance with the project requirements.



# ENVIRONMENTAL STEWARDSHIP

-  OPERATING RESPONSIBLY
-  LONG-TERM PARTNERS
-  REDUCING OUR IMPACT ON PROJECTS



Three Corners Solar Project: Unity, ME  
*E.S. Boulos Company Electrical Contractors*

OPERATING

# RESPONSIBLY

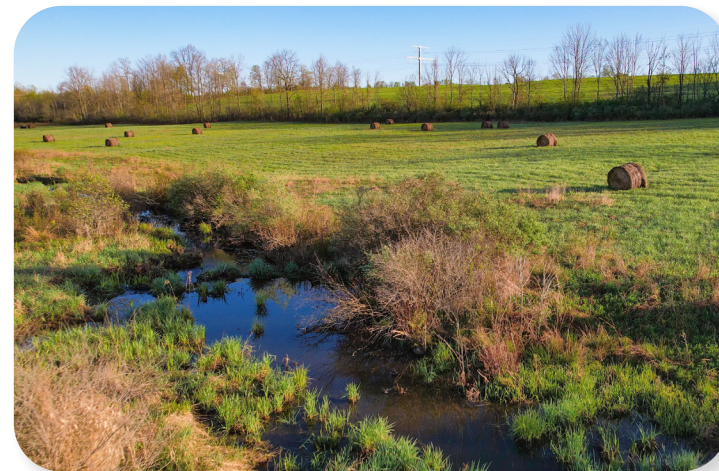
Our goal of responsible environmental compliance and responsible stewardship applies throughout the organization and informs our expectations for our partners and subcontractors. We seek to promote environmental accountability throughout our value chain through established policies, oversight, and collaboration. Our companies emphasize transparency and coordination with clients to support sustainability objectives and deliver long-term value.

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 2025 we used approximately 39,197 centum cubic feet of water. Additional details on our water consumption calculation methodology disclosures can be found in the appendix of this report.



## RECLAIMING RESOURCES, SUPPORTING COMMUNITIES

At MYR Group subsidiary Huen Electric, scrap materials from project sites – such as copper and aluminum – are reimagined as a force for good. In 2025, Huen contributed more than \$30k in proceeds from salvaged materials to the Huen Rabbit Fund, supporting a range of nonprofit organizations. With this year’s impact, Huen’s total charitable giving has surpassed \$100,000 over the past five years. Participating charities sent formal letters of thanks, reflecting the community-focused intent of the program.

## MEASURING OUR GREENHOUSE GAS EMISSIONS

In an effort to responsibly manage our carbon footprint, we have calculated an estimate of our Scope 1 and our Scope 2 Greenhouse Gas (GHG) emissions for 2025. 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

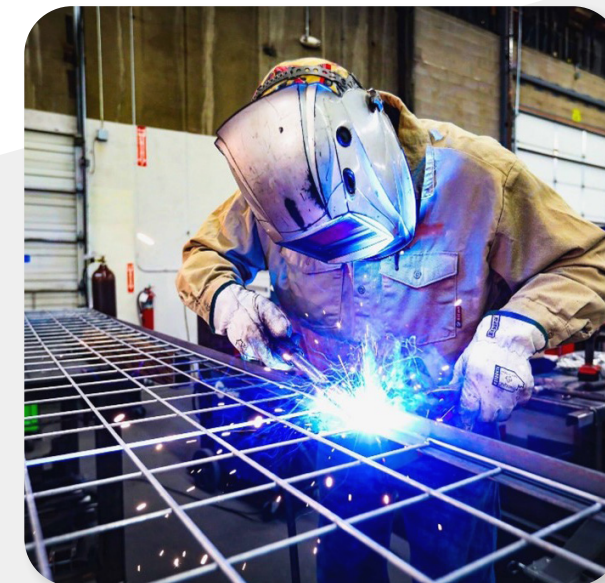
SCOPE 1 DIRECT		SCOPE 2 INDIRECT	
Metric Tons CO <sub>2</sub> e	<b>78,501*</b>	Metric Tons CO <sub>2</sub> e	<b>2,247*</b>
		Electricity from Grid	<b>100%</b>
		Total kWh Electrical Power Usage / Aggregate Energy Consumption	<b>5,199,199</b>

\*Carbon Dioxide Equivalents

**15%** INTENSITY BASED REDUCTION TARGET IN SCOPE 1 CO<sub>2</sub>e

## 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.





## REDUCING OUR IMPACT ON PROJECTS

MYR Group’s subsidiaries seek to reduce environmental impacts during construction and have experience developing, managing, and adhering to applicable environmental compliance standards and requirements for a wide range of site conditions. Employees receive project-specific environmental training, and we work closely with clients, subcontractors, and third-party organizations to develop detailed mitigation plans based on projects’ environmental sensitivity, with a focus on prudent decision-making and delivering 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

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

## ENVIRONMENTAL MANAGEMENT PROGRAMS

Our Environmental Management Program reflects our goal of 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.



### ARATINA I SOLAR PROJECT

CSI Electrical Contractors, Inc. (CSI) is playing a key role in delivering this utility-scale renewable energy facility in Kern County, California. CSI is serving as the engineer, procure, and construct (EPC) partner for the 200 MWAC single-axis tracking photovoltaic generation project, supporting the development of significant, resilient, low-carbon energy solutions at scale. Also located with the solar facility is a 500 MWh battery energy storage system (BESS) positioned adjacent to the project substation. The integrated BESS enhances grid reliability by enabling energy to be stored during periods of peak solar generation and dispatched when demand is highest.

### ISO 14001 CERTIFICATION

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.



## AN ESSENTIAL CLEAN ENERGY PARTNER

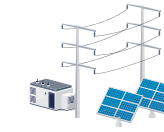
For decades, MYR Group has played an active role in the clean energy market. Investments to upgrade an aging infrastructure, improve reliability, meet load growth, and achieve decarbonization goals present tremendous opportunities for growth in the industry. Alongside our clients, we contribute our expertise to an energy landscape that continues to evolve. These projects offer a glimpse into our growing portfolio of clean energy work and capabilities.

**With our project experience, we seek to leverage our expertise to contribute to the clean energy transformation taking place. Through our emphasis on value generation, we offer clean energy services from utility-grade solar installations and battery energy storage facilities to electric vehicle charging stations and wind farm interconnects.**



### FLORIDA BESS SUBSTATIONS

Provided 34.5kV feeder breaker positions, foundations, conduits, grounding, structures, bus work, equipment, cabling, QA/QC and construction testing, and associated equipment to support the interconnection between seven substations and battery energy storage systems (BESS) in Florida.



### YADKIN TO FENTRESS LINE

This project included rebuilding 13.5 miles of existing 500kV transmission line in Virginia, which was needed to replace aging equipment and add additional infrastructure to deliver the renewable energy generated by the Coastal Virginia Offshore Wind (CVOW) project.



### MOUSAM RIVER SOLAR PROJECT

Provided electrical services for a 28 MW solar facility in Maine, which included installing 114 combiner boxes, eight inverters, eight transformers, a mini power split, eight DAS units, and eight Nextracker controllers.



### LONZA EV INSTALLATION

Supplied and installed 40 electric vehicle (EV) charging stations and a new 400-amp feed and electrical gear, including an 800-amp distribution panel and disconnects, in parking garage in New Hampshire.



### OVERNIGHT SOLAR

Installed a utility scale solar photovoltaic electricity generation and battery energy storage system (BESS) facility with an on-site substation, inverters, fencing, access roads, and supervisory controls and data acquisition system that produces up to 150 MW of alternating current generating capacity and includes up to 600 MWh of BESS on approximately 596 acres of land.



### PUROLATOR EV INSTALLATION

Installed a new 12.6kV substation with switchgear to feed four Level 3 chargers, 18 Kiosk Level 2 chargers, and new distribution for repair station with three mobile Level 3 chargers.

# SOCIAL RESPONSIBILITY

-  INVESTING IN OUR PEOPLE
-  FOSTERING AN INCLUSIVE WORKPLACE
-  GIVING BACK TO OUR COMMUNITIES



Grand Challenges Research Building: Tuscon, AZ  
Sturgeon Electric Company, Inc.

# INVESTING IN OUR PEOPLE



## BENEFITS & WELLNESS PROGRAM

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

### 11,732

COURSES COMPLETED IN THE ONLINE MYR UNIVERSITY OR INSTRUCTOR-LED COURSES

### 5,693

COMPLIANCE TRAINING COURSES COMPLETED IN THE ONLINE MYR UNIVERSITY

### 7,499

SAFETY COURSES COMPLETED

### 1,510

PROFESSIONAL DEVELOPMENT COURSES COMPLETED

### 54

EMPLOYEES GRADUATED THE CORE LEADERSHIP PROGRAM

## ESTIMATOR TRAINEE PROGRAM

We offer employees a three-year T&D Estimator Trainee Program to equip aspiring estimators with the skills needed for success. Throughout the program, participants get experience estimating jobs under the guidance of a mentor, establishing relationships with crew members, and familiarizing themselves with the day-to-day responsibilities of the role.

## CORE LEADERSHIP

Our CORE leadership development initiative promotes a culture of responsible and forward-thinking leadership. Now in its eighth year, the program continues to strengthen the skills of our high-potential leaders. We have also introduced tailored leadership development offerings specifically designed to support and empower those individuals as they navigate their roles. Our centralized resource library provides ongoing access to tools and materials 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, our workforce has access to 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 through the Project Management Training Program (PMTTP), a key investment for developing and retaining skilled project managers. The five-week, 40-hour training course guides participants through the entire project management life cycle with the goal of bolstering the confidence and competencies needed to thrive in their careers.



## FAIRNESS & OPPORTUNITY

We believe that a workforce enriched by varied backgrounds, identities, ages, educations, and ways of thinking strengthens our organization and deepens our collective insight. 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. Accordingly, we seek to apply fair and consistent practices in recruiting, hiring, and advancement that support a workplace culture grounded in fairness and opportunity.

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.

## 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.

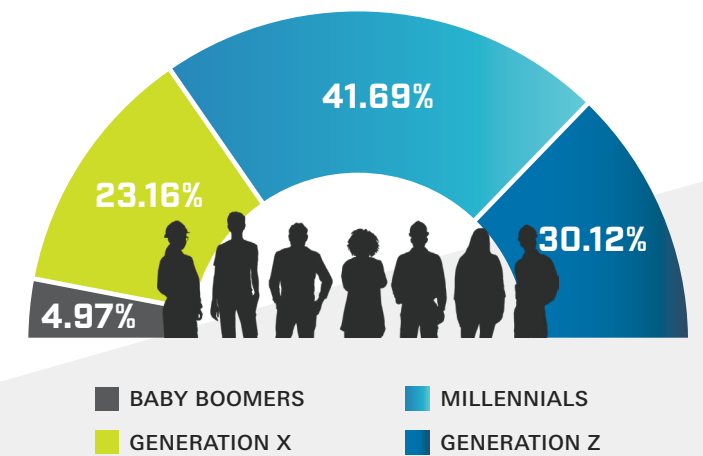


## BACKGROUNDS

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.

## 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.



# COMMITMENT

## 2023-2025

### CHARITABLE HIGHLIGHTS

**\$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. and Canada in the communities where we live and work.

### CONTRIBUTING TO CAUSES WE CARE ABOUT

As an organization engaged in the communities where we operate, we recognize the responsibilities associated with our work and relationships. We strive to be more than a contractor—earning trust as a reliable partner, a responsible neighbor, and a positive community presence.

Our charitable giving, volunteerism, and local partnerships are guided by our core values and long-term vision. By aligning our resources and efforts with causes that matter, we aim to build lasting connections and support initiatives that help individuals, families, and communities thrive.

Beyond supporting our customers and employees, MYR Group seeks to contribute positively to the communities where we operate. We invest both nationally and locally, supporting a wide range of nonprofit organizations that strengthen community well-being.

Our commitment extends to hospitals and healthcare foundations, school districts, youth-focused organizations, homeless shelters, food banks, and other local charities. Through a combination of financial contributions and direct involvement, we remain focused on addressing real needs and supporting meaningful community outcomes.

MYR Group employees also choose to contribute their time and expertise to causes that strengthen and sustain our communities. From providing pro bono electrical services to restore power and renovate facilities that serve others, to partnering with construction teams to rebuild infrastructure for safe homes and shelters, our work reflects a shared commitment to service and stewardship.



### OUR YEARS SUPPORTING CHARITIES

- 15 Food For Thought
- 13 National Breast Cancer Foundation
- 10 Freedom Service Dogs of America
- 9 American Cancer Society
- 9 Leukemia & Lymphoma Society
- 8 American Heart Association
- 3 Wounded Warrior

## INDUSTRY

## INVOLVEMENT

## &amp; MEMBERSHIPS

PARTNERING WITH VENDORS  
& SUBCONTRACTORS

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

We have 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.

We engage with industry organizations that support collaboration and shared priorities within our sector. Our memberships, partnerships, and sponsorships demonstrate this commitment and reflect the values that guide our work. Here are a few examples of the industry groups with which we collaborate.



**OSHA's Voluntary Protection Program (VPP)** OSHA's VPP STAR status is the highest recognition awarded by OSHA for workplace safety. We are proud that two subsidiaries have maintained VPP STAR status since 2008, including four mobile workforce STAR sites. By continually elevating our safety programs, we consistently exceed industry standards.



**EUCI Leadership Conference for Women in Energy** MYR Group proudly supports women in leadership with the energy industry, serving as a continuous sponsor since 2016. Our representatives actively participate in events that promote knowledge sharing, collaboration, and professional networking.



We partner with nationwide line schools and electrical apprenticeship training programs, serve on industry boards and committees, and collaborate with local union halls through the **International Brotherhood of Electrical Workers (IBEW) & National Electrical Contractors Association (NECA)**.



In 2004, MYR Group was one of the five founding companies of the **ET&D Partnership**, an alliance of corporations, organizations, and government agencies promoting the first-ever industry-specific safety initiative. This collaboration helps establish 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.



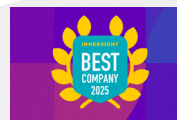
The **Center for Energy Workforce Development (CEWD)** is a non-profit consortium of electric, natural gas, and nuclear utilities and their associations. More than 120 utilities, organizations, and unions are working in partnership and engaging educational institutions and government entities to help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



As a member of **EEI**, we support their initiatives, events, and vision. Organized in 1933, EEI provides public policy leadership, business intelligence, and forums that advance industry knowledge and resources.



**CSRA** is a community of industry leaders and academic experts who create and share new safety knowledge through research focused on preventing serious injuries and fatalities. As a member company, we work with clients and academic experts to share insights and better understand safety incidents and how the human factors involved.



MYR Group partners with **InHerSight** to connect with women seeking workplaces they can trust. Through this platform, we highlight our culture, career paths, and opportunities, while reaching talented women and sharing unique insights. InHerSight rates MYR Group highly for learning opportunities, our people, and wellness initiatives, and recognizes us as a 2025 Best Company.



**Military.com** is a U.S.-focused membership organization serving the military community. MYR Group engages with Military.com to attract and recruit military-connected talent, including veterans and transitioning service members, and to increase awareness of career opportunities for service members, military spouses, and families.

# GOVERNANCE



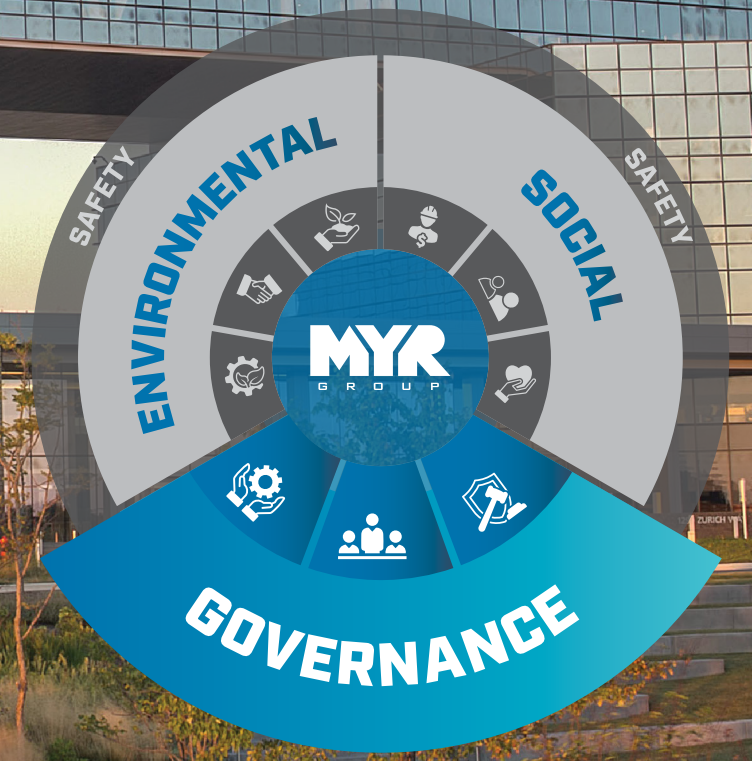
CORPORATE GOVERNANCE



EMPHASIS ON STRONG BOARD COMPOSITION



ESTABLISH POLICIES & GUIDANCE



Zurich North American Headquarters: Chicago, IL  
Huen Electric, Inc.



## BOARD COMPOSITION

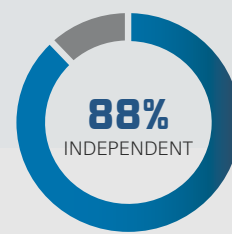
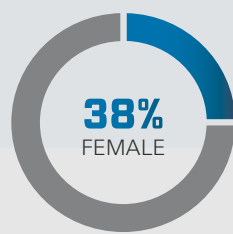
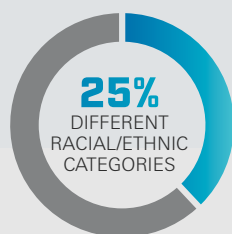
MYR Group's Board of Directors (Board) sets high standards for the Company's employees, officers, and directors. Implicit in these standards is the importance of sound corporate governance. It is the duty of the Board to serve as a prudent fiduciary for shareholders and to oversee the management of the 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.

As of 2026, all board members stand for annual elections. Declassification offers increased accountability and shareholder participation in the Company's corporate governance.

### KEY BOARD MEMBER STATISTICS

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

■ 0-9 years ■ 10 or more years



## 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.

Four new directors have joined the Board since 2019, and four of our current directors are female or racially/ethnically diverse.

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.

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



KENNETH M. HARTWICK  
CHAIR OF THE BOARD



RICHARD S. SWARTZ  
CHIEF EXECUTIVE OFFICER,  
PRESIDENT & DIRECTOR



BRADLEY T. FAVREAU  
DIRECTOR



AJOY H. KARNA  
DIRECTOR



JENNIFER E. LOWRY  
DIRECTOR



DONALD C.I. LUCKY  
DIRECTOR



SHIRIN S. O'CONNOR  
DIRECTOR

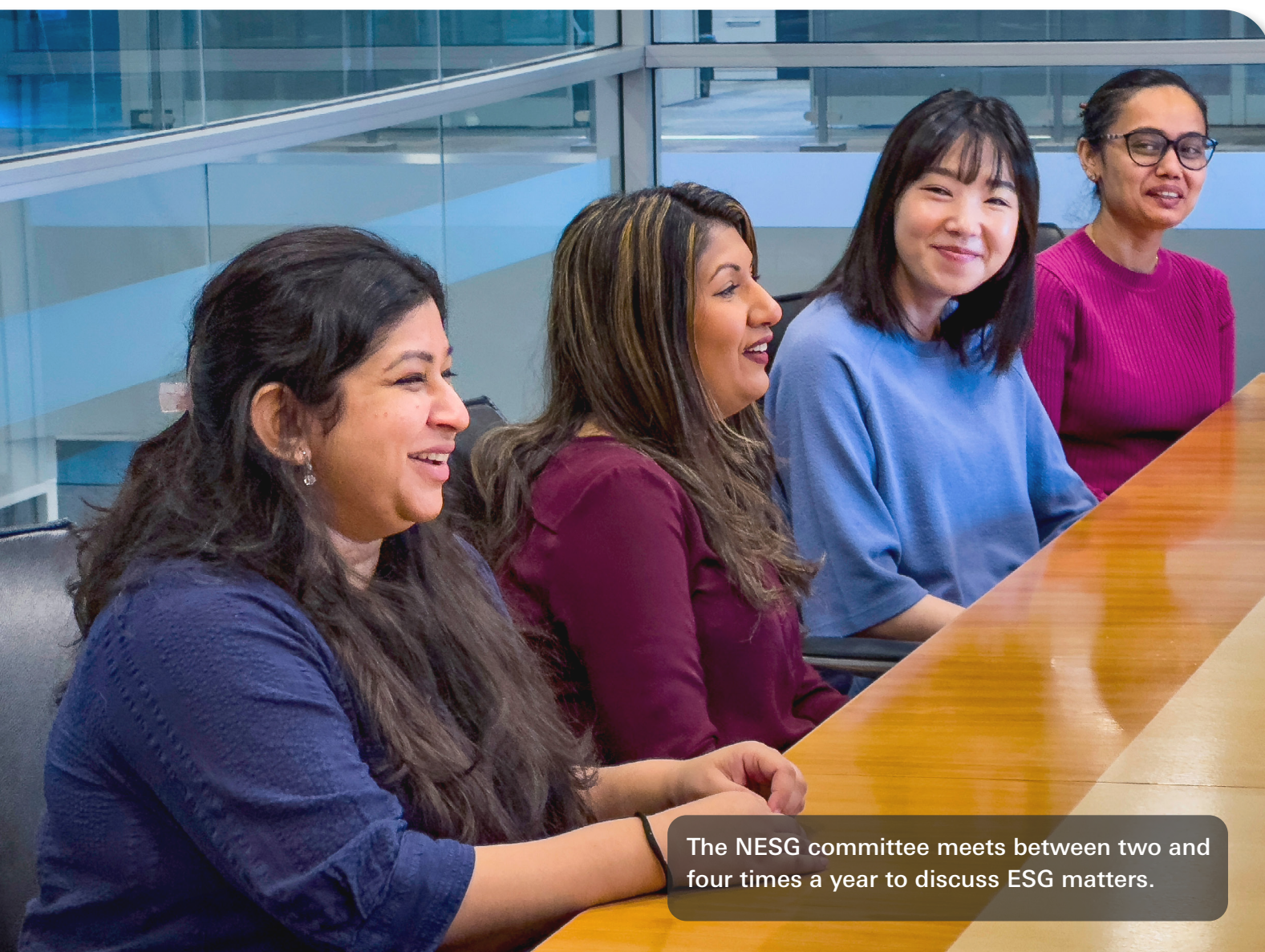


AURELIE P. RICHARD  
DIRECTOR

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

## 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.



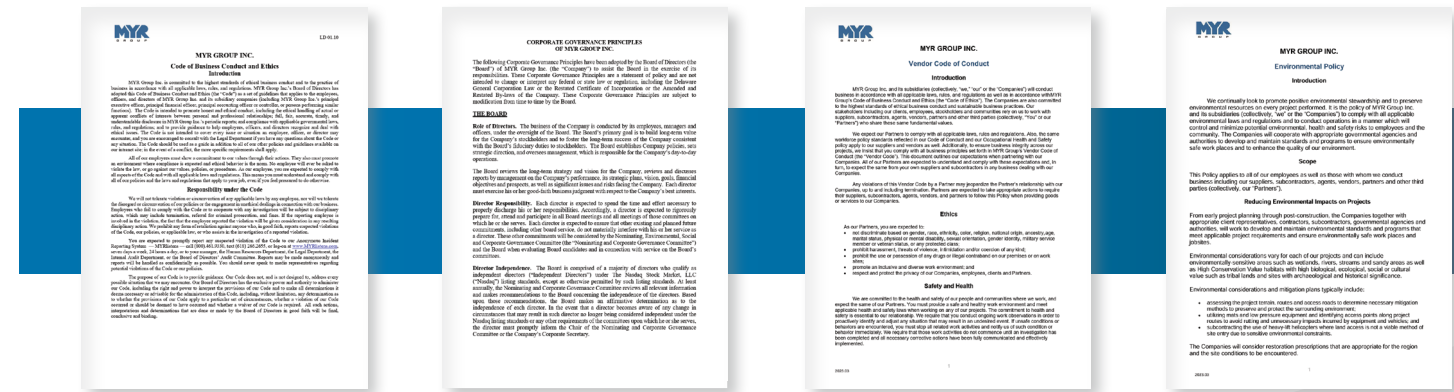
Assisting in determining whether the Company has appropriate policies, management systems, strategies, and initiatives in place with respect to ESG matters.

# 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](http://www.myrgroup.com).

## CORPORATE POLICIES

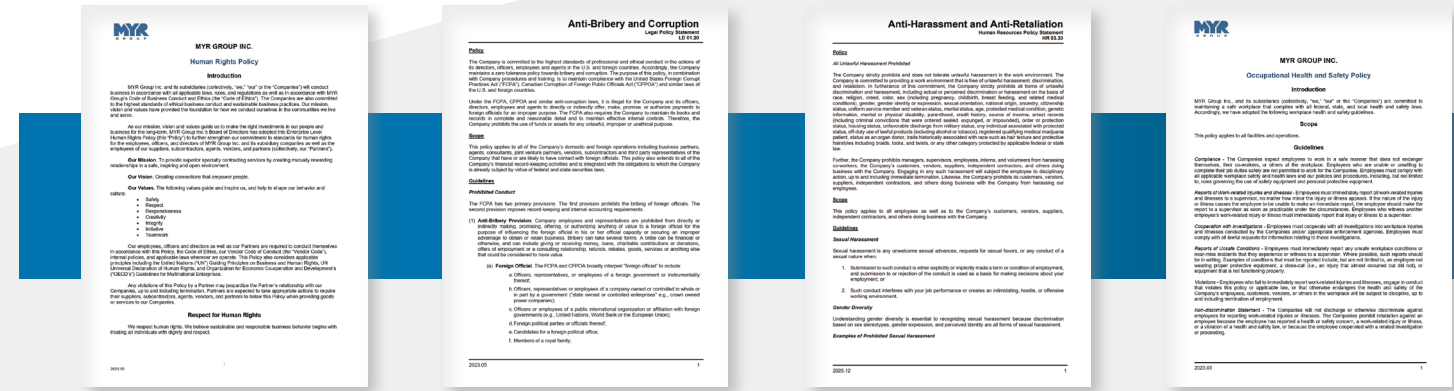


**CODE OF BUSINESS CONDUCT & ETHICS**  
[\(click to view\)](#)

**CORPORATE GOVERNANCE PRINCIPLES**  
[\(click to view\)](#)

**VENDOR CODE OF CONDUCT**  
[\(click to view\)](#)

**ENVIRONMENTAL**  
[\(click to view\)](#)



**HUMAN RIGHTS**  
[\(click to view\)](#)

**ANTI-BRIBERY & CORRUPTION**

**ANTI-HARASSMENT & ANTI-RETALIATION**

**OSHA POLICY**  
[\(click to view\)](#)

# APPENDIX



Wilkes Bashford Shopping Center: Palo Alto, CA  
CSI Electrical Contractors, Inc.

# SASB/TCFD SUMMARY TABLE



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.



TOPIC	ACCOUNTING	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://investor.myrgroup.com/corporate-governance/governance-documents">https://investor.myrgroup.com/corporate-governance/governance-documents</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, 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 – \$534,767 <sup>1</sup>
	Total amount of monetary losses as a result of legal proceedings associated with defect and safety-related incidents	Quantitative	IF0301-04	Monetary losses associated with defect incidents – \$0.00 Monetary fines associated with safety-related incidents – \$10,000 (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	IF0301-05	MYR Group companies had a recordable incident rate of 0.92 a lost time incident rate of 0.14, 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	IF0301-01	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	IF0301-10	MYR’s policy on energy and efficient water use for activities it can control can be found at <a href="https://investor.myrgroup.com/corporate-governance/governance-documents">https://investor.myrgroup.com/corporate-governance/governance-documents</a>  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	IF0301-06	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	IF0301-01	None
	Amount of back log for non-energy projects associated with climate change mitigation	Quantitative	IF0301-08	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 <sup>1</sup>	Quantitative	IF0301-11	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	IF0301-12	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	IF0301-13	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.

GENERAL ACCOUNTING METRIC DISCLOSURES	UNIT OF MEASURE	CATEGORY	DISCLOSURE
Number of active projects	Quantitative	IF EN 000.A	2,375
Number of commissioned projects	Quantitative	IF EN 000.B	1,837
Total backlog	Quantitative	IF EN 000.C	Total backlog as of December 31, 2025: \$2.82 Billion

<sup>1</sup>Refers to the cost of warranty re-work incurred related to MYR Group’s contractual warranty obligations where explicitly tracked as such as of December 31, 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, 2025 – December 31, 2025



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 <a href="#">Committee Charter</a>.</p>
Governance	Describe management's role in assessing and managing climate related risks and opportunities.	<p>Management of climate-related risks and opportunities is led by the Chief Executive Officer and shared across various departments including legal, finance, risk management and operations to address the challenges presented by climate change. Management meets at least quarterly and provides leadership and guidance on sustainability and climate related practices, policies, and initiatives; and helps drive sustainability through the business. Potential environmental, social and climate risks (including reputational risk) associated with MYR Group's operations are discussed as well as mitigations of these risks. Management weighs the financial and operational benefits and costs of the various sustainability related initiatives.</p> <p>Management reports to the Board periodically and quarterly to the Nominating, Environmental, Social, and Corporate Governance Committee on the company's progress, policies, management systems, strategies, and initiatives to address climate issues. Management provides the Committee with reports on the company's performance with respect to sustainability, climate matters, MYR Group strategy and initiatives in the areas of sustainability and climate risk.</p> <p>Please see MYR's Environmental Policy at <a href="https://myrgroup.com/why-myrgroup/sustainability/">https://myrgroup.com/why-myrgroup/sustainability/</a> for more information on MYR's efforts for addressing environmental impacts.</p>
Strategy	Describe the impact of climate-related risks and opportunities on the organization's business strategy, and financial planning.	<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"> <li>• Changes in insurance coverage, availability of coverage, availability of adequate insurance limits, higher insurance premiums, and larger self-insured retentions/deductibles.</li> <li>• Changes in market demand based on climate change as well as legal and regulatory requirements and trends.</li> <li>• Operational disruptions and accompanying project inefficiencies and delays that may not be recoverable from clients due to severe weather events.</li> <li>• Damage from severe weather events to construction work in progress.</li> <li>• Damage to MYR Group assets from severe weather events.</li> <li>• Reputational risk due to perceptions of the company's sustainability efforts.</li> <li>• Increased reporting and compliance costs due to new regulatory requirements, customer, shareholder, and stakeholder requests targeting climate change.</li> <li>• See also MYR's Annual Report Risk Factors.</li> </ul> <p>Opportunities</p> <ul style="list-style-type: none"> <li>• Demand for MYR Group construction services may increase as client demands increase to mitigate climate change.</li> <li>• Demand for MYR Group's renewable projects solutions may increase as client demands increase to mitigate climate change.</li> <li>• MYR Group performs work in response to severe weather events, demand for such work may increase.</li> </ul>
Risk Management	Describe the organization's process for identifying and assessing climate-related risks. Describe the organization's process for managing climate-related risks.	<p>MYR Group utilizes an enterprise risk management system (the ERM) where operations and management identify risks, how the risk will be managed or mitigated, potential impacts, and the likelihood of the occurrence of the risk. Included in this system is an assessment of climate-related risks. Individual risks are rated on potential impact and likelihood of occurrence to create a Risk Score. A Risk Register is created which identifies a responsible party, any acts of mitigation, and an accompanying completion date. The Risk assessment, Risk score, and Risk Register are utilized to create Heat Maps, which groups risks together to help management identify priorities. Internal ERM newsletters are published to MYR Group periodically highlighting critical risks and accompanying mitigation strategies that arise out of the ERM process described above. Annually the Internal Audit Department completes a risk survey analysis, reviews the ERM tools, and reviews the ERM with the Board and management. The group focuses on the highest Inherent Risk Rated and Control Risk Rated items that are identified by the audit, compares those to third-party risk survey data and discusses risk mitigation strategies.</p>
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. Disclose the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<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 & SCOPE 2 GREEN HOUSE GAS METRIC ACCOUNTING & 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 2025 calendar year. MYR Group believes the metrics in this report are a reasonably accurate estimation of MYR Group’s 2025 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 2025 is not available, MYR Group utilized “Equation 1” from the “Direct Emissions from Mobile Combustion Sources” section of the Guidance to calculate CO<sub>2</sub> emissions from fleet fuel consumption.

MYR Group mobile combustion metrics are based on fuel purchase reports for the 2025 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. information in this report for informational purposes only. MYR Group does not represent that any such information is material under any rule or definition of the Securities and Exchange Commission including, but not limited to, SECO Rule release numbers 33-11275 and 34-99678.



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