

Fiscal Year  
**2024** ➔

EMCOR GROUP, INC.

# Sustainability Report Supplement





**This Sustainability Report Supplement updates our 2023 Sustainability Report by providing EMCOR's Greenhouse Gas Emissions inventory across scopes 1, 2, and 3 for calendar year 2024.** We align our emissions reporting with the Greenhouse Gas Protocol, and this update is further informed by the Sustainability Accounting Standards Board (SASB) framework for Engineering & Construction Services.

**For more information** about our sustainability initiatives, please visit the sustainability page of our website at [www.emcorgroup.com](http://www.emcorgroup.com)



#### **Forward-Looking Statements**

This sustainability update contains certain forward-looking statements. Such statements speak only as of the date on the cover of this sustainability update, and EMCOR assumes no obligation to update any such forward-looking statements, unless required by law. These forward-looking statements may include statements regarding our plans to transition our fleet to more sustainable vehicles, our plans to install solar energy systems at our locations, and adjustments we may make to base year calculations of greenhouse gas emissions and underlying assumptions we may make in calculating Scope 3 emissions. These forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from those anticipated (whether expressly or implied) by the forward-looking statements. Accordingly, these statements do not guarantee future performance or events. Applicable risks and uncertainties include, but are not limited to, adverse effects of general economic conditions; climate change and related environmental issues; market or regulatory responses to climate change; changes in interest rates; domestic and international political developments; changes in the specific markets for EMCOR's services; adverse business conditions, including labor market tightness, productivity challenges, changes in trade policy, the nature and extent of supply chain disruptions impacting availability and pricing of materials, and inflationary trends more generally, including fluctuations in energy costs; the impact of legislation and/or government regulations; availability of alternative energy solutions and vehicles; increased competition; and unfavorable developments in the mix of our business.

In particular, statements related to environmental, social and governance goals and metrics ("ESG Statements") may be based on assumptions and expectations that are necessarily uncertain and may be prone to error or subject to misinterpretation given the inherently long timelines discussed and the lack of a single approach to identifying, measuring and reporting on such matters. Calculations, statistics and certain facts included in ESG Statements may be based on third-party information, current estimates, assumptions and projections and, therefore, subject to change. ESG Statements have not been assured or verified by independent third parties. ESG Statements may contain links to other internet sites or references to third parties. Such links or references are not incorporated by reference into the applicable ESG Statement, and EMCOR cannot provide assurances as to their accuracy. The ESG Statements are not intended to create legal rights or obligations.

Certain of the risk factors associated with EMCOR's business are also discussed in Part I, Item 1A "Risk Factors," of the Company's 2024 Form 10-K, and in other reports we file from time to time with the Securities and Exchange Commission and available at [www.sec.gov](http://www.sec.gov) and [www.emcorgroup.com](http://www.emcorgroup.com). Such risk factors should be taken into account in evaluating our business, including any forward-looking statements.

2024 was yet another record-breaking year for EMCOR as we continued to provide exceptional value for our customers and our shareholders. Our performance culture, centered on our values of **Mission First, People Always**, allows us to excel in keeping our employees safe while delivering excellent results for our customers.

As a leader in mechanical and electrical construction, industrial and energy infrastructure, and building services, EMCOR provides our customers with sustainable solutions that assist them in reaching their energy-related goals. Our efficiency improvement retrofits, HVAC upgrades, building automation systems, and renewable energy installations help lower our customers' greenhouse gas emissions while also reducing their costs. Our work throughout the EV value chain as well as in the areas of biofuels and solar fields continue to contribute to the nation's energy expansion. We have also continued to invest in Virtual Design and Construction technologies,

allowing us to increase our prefabrication and automation and the efficiency of our construction processes.

In 2024, we continued to work to measure and manage our own greenhouse gas emissions. To that end, we have:

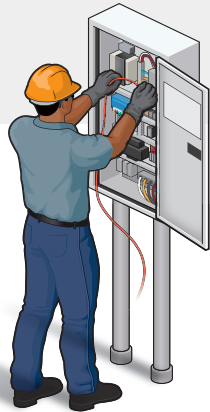
- Made improvements to our data collection and assessment processes leading to a more detailed and accurate picture of our emissions;
- Continued to aim to lower our Scope 1 emissions by continuing to make our fleet more efficient through fleet mix and, where economically viable, we plan to transition some of our fleet vehicles into more efficient and sustainable alternatives like hybrid and electric options; and
- Offset a portion of our CO2 emissions through investments in green energy generation and emission avoidance projects, and we expect to benefit from installing solar energy systems at some of our locations when it is a viable option.

As we strive to contribute to a sustainable future through projects for our customers and our own operations, we are immensely proud of the work our dedicated employees do every day. Their health and safety will always be our priority. Our 2024 Total Recordable Incident Rate (TRIR) of less than 1.0 shows the successful execution of our safety processes and programs. This is a record for EMCOR and represents our sixteenth consecutive year with a TRIR that was less than half the industry average.

We will always prioritize executing our mission at the highest level with **Integrity, Discipline, and Transparency**, while focusing on **Mutual Respect and Trust, our Commitment to Safety, and Teamwork**, because living our values is what EMCOR is all about.



TONY GUZZI



INTEGRITY DISCIPLINE TRANSPARENCY

mission *first* people *always*

MUTUAL RESPECT & TRUST COMMITMENT TO SAFETY TEAMWORK



KEY METRICS FOR COMPANY SUSTAINABILITY, SAFETY, COMPLIANCE, AND GOVERNANCE ENCOMPASS SEVERAL CRITICAL PERFORMANCE RATINGS.



**USGBC**  
MEMBER

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GOLD  
Since 2005

2024 Safety

**<1.0 TRIR**



**CNA**  
Safety Award for  
Safety Innovation

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**FORTUNE**  
Fortune 500 Company



**GOVERNANCE  
QUALITYSCORE**  
HIGHEST RANKED BY ISS ESG

1

BRONZE | Top 35%



Sustainability Rating  
APR 2025

**MSCI**  
ESG RATINGS



CCC B BB BBB A **AA** AAA

## GhG Emission Disclosures

### GhG Reporting Boundary

To establish the facilities and relevant assets for purposes of our GhG inventory, EMCOR uses the Operational Control approach, as defined by the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard — Revised Edition ("GhG Protocol"). Per the GhG Protocol, operational control exists where a company has "full authority to introduce and implement operating policies at the operation." Included within this scope are all facilities which are wholly owned or leased by EMCOR and our subsidiaries.

EMCOR operates five segments that contribute to GhG emissions. The United States electrical construction and facilities services segment and the United States mechanical construction and

facilities services segment specialize principally in providing construction services relating to electrical and mechanical systems in all types of facilities. The United States building services and the United Kingdom building services segments provide various services relating to the operation, maintenance, and management of a wide range of facilities. Services of these segments additionally include small modification and retrofit projects, often focused on increasing energy efficiency and improving Indoor Air Quality & comfort. The United States industrial services segment provides maintenance, construction, engineering, and manufacturing services primarily to customers within the oil, gas, and petrochemical industries. In addition to traditional industrial services, this segment participates

in the energy transition by leveraging its expertise in industrial services to construct and maintain renewable energy projects, including solar generation.

EMCOR reports on emissions activity from our approximately 100 operating subsidiaries. EMCOR's direct emissions (Scope 1 emissions) generally stem from fuels consumed by construction and service vehicles and equipment as well as the stationary combustion of fuels (including natural gas) at various offices, warehouses, and manufacturing/fabrication facilities.

EMCOR's indirect emissions include those generated through the purchase of electricity utilized in our facilities (Scope 2 emissions). We additionally generate indirect emissions up and down our value chain (Scope 3 emissions), most significantly from the

goods and services we purchase to support our operations. Beyond the upstream emissions associated with the generation of the fuel and electricity we utilize, other indirect emissions include those generated through the upstream manufacturing and transportation of materials, equipment, and capital goods needed to provide our service offerings. Upstream value chain emissions also result from the activities of our subcontractors and from employee business travel and commuting. Lastly, we generate indirect emissions in certain instances where our operating companies manufacture products for our customers. These downstream emissions result from the electricity consumed by our customers to operate these products and the emissions that result from the disposal of such products at the end of their useful life.

## GhG Emission Disclosures

### Base Year Considerations

EMCOR has determined Fiscal Year 2021 (FY2021) to be the base year for GhG emissions reporting. Our FY2021 GhG inventory will serve as the baseline against which future years' emissions will be compared in our disclosures.

EMCOR has established a base year recalculation policy that applies to all subsidiaries and operations included within our GhG inventory boundary. Base year emissions shall be retroactively recalculated to reflect changes that would otherwise compromise the consistency and relevance of the reported GhG emissions information.

EMCOR has determined that base year (FY2021) emissions will be recalculated under the following conditions:

- (a) structural changes, such as the acquisition or divestiture of operations and facilities that result in a significant change to total base year emissions,
- (b) methodology changes or improvements in the accuracy of emission factors, activity data, or constants that significantly change the base year emissions, and/or
- (c) the discovery of errors in previously submitted data that significantly change the base year emissions.

For purposes of this base year recalculation policy, the term "significant" is defined as one or more changes which, individually or in the aggregate, result in a greater than 5% difference in total base year emissions.

In addition to this quantitative threshold, management will evaluate whether there are other facts and circumstances which may require a recalculation of the base year to more accurately depict EMCOR's GhG emissions. For example, methodology changes, improvements in the accuracy of emission factors, activity data and constants, or the discovery of errors in previously submitted data that do not change the total base year emissions by greater than 5% but that have a material impact on an individual scope (i.e., Scope 1, 2, or 3 emissions) may require recalculation of the base year. Since the baseline year of 2021 through December 31, 2024, EMCOR has evaluated all acquisitions and concluded that their combined GhG contributions in the reporting year do not equal more than 5% of EMCOR's total GhG emissions

for Scopes 1, 2 or 3, and therefore do not meet the baseline year recalculation threshold.

Further, EMCOR may determine that it is necessary to adjust our calculation methodology, prospectively or retrospectively, as a result of external impacts beyond EMCOR's control that materially impact the relevancy and utility of GhG emission reporting. These impacts include, but are not limited to, natural or man-made disasters or acts of God, pandemics or other health emergencies, effects arising from war or terrorism, severe supply chain shocks or shortages, and significant changes in laws, regulations, guidelines, or rules, in each case that materially change economic activity generally or the availability or use of fossil fuels, renewable energy sources or other carbon reduction or recapture tools and technologies.

## GhG Emission Disclosures

### GhG Emission Calculation Methodology and Assumptions

EMCOR's GhG emissions include three of the seven greenhouse gasses addressed by the Kyoto Protocol. These gasses are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O). Where possible within our Scope 3 emission calculations, particularly in instances where a spend-based approach was utilized, an emission factor labeled "Other GhG's" has been included. This factor represents the carbon dioxide equivalency of carbon tetrafluoride, hexafluoroethane, nitrogen trifluoride, perfluorocyclobutane, perfluoropropane, and sulfur hexafluoride.

Primary data was used to calculate Scope 1 and 2 emissions. In instances where data was

incomplete or unavailable, we utilized available data to make conservative estimates, in an effort to ensure that the data reported is as accurate as possible.

In order to calculate Scope 1 emissions, source data was collected from each of our 100 operating companies. Calculation methods are based on U.S. EPA or U.K. DEFRA emission factors. Emission factors for stationary combustion were utilized for all Scope 1 mobile sources as EMCOR tracks its fleet emissions through volumetric fuel consumption.

Location-based Scope 2 indirect emissions were calculated utilizing average emissions factors from electricity grids (eGRID emissions factors).

For 2024 electricity consumption, EMCOR procured renewable energy from limited on-site generation, and unbundled Energy Attribute

Certificates (EACs). The purchase of EACs primarily includes Green-e certified renewable energy certificates (RECs) derived from US solar and wind generation. EMCOR currently does not participate in any power purchase agreements.

GhG emissions calculations for Scope 3 follow the GhG Protocol and use recognized methodologies that leverage internal source data. Scope 3 emissions calculations were generally not performed using data obtained from value chain partners, with the exception of Category 3 – Fuel and Energy Related Activities, where an average-data method, in which the same primary data that was used to calculate Scope 1 and Scope 2 emissions was utilized to calculate the upstream emissions from fuels and purchased electricity and transmission and distribution losses.

## GhG Emission Disclosures

### Greenhouse Gas Emissions

The tables in this sustainability update summarize EMCOR’s GhG emissions for fiscal year 2024 as prepared in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard published by the World Resources Institute/World Business Council for Sustainable Development.

#### GhG Emissions

Metric tons of CO2e	FY24
Scope 1	182,567
Scope 2 (Location Based)	20,065
Scope 2 (Market Based)	86
Total Scope 1 & 2 Emissions (Location Based)	202,632
Total Scope 1 & 2 Emissions (Market Based)	182,653
Scope 3	1,403,971
TOTAL GHG EMISSIONS (LOCATION BASED)	1,606,603
TOTAL GHG EMISSIONS (MARKET BASED)	1,586,624

#### Energy Consumption by Fuel Type

Energy Consumption by Fuel Type	MWh
Natural Gas	45,419
Gasoline	577,444
Diesel	137,206
Electricity	59,239
#2 Fuel Oil	27
Propane	815
Kerosene	2,755
TOTAL	822,905

#### GhG Emission Intensity Metrics *(per metric ton of CO2e)*

FY24 Emissions Scope	metric tons/ \$ revenue	metric tons/ labor hour	metric tons/ capita
Scope 1	0.000013	0.0021	4.52
Scope 2 (Location Based)	0.000001	0.0002	0.50
Scope 2 (Market Based)	0.000000	0.0000	0.00
Scope 3	0.000096	0.0158	34.75
TOTAL (LOCATION BASED)	0.000110	0.0181	39.77
TOTAL (MARKET BASED)	0.000109	0.0178	39.27



## GhG Emission Disclosures

### GhG Emissions Speciated by Gas

FY24 (metric tons)					
Scope 1 & 2 Speciated Emissions	CO2	CH4	N2O	Other GhGs	CO2e
Diesel	34,456	1	0	-	34,590
Gasoline	138,371	6	1	-	138,883
Natural Gas	8,223	0	0	-	8,232
Other Fuels	861	0	0	-	864
<b>Scope 1 Emissions</b>	<b>181,910</b>	<b>8</b>	<b>2</b>	<b>-</b>	<b>182,567</b>
Electricity (Location Based)	19,974	1	0	-	20,065
<b>Scope 2 Emissions (Location Based)</b>	<b>19,974</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>20,065</b>
Electricity (Market Based)	85	0	0	-	86
<b>Scope 2 Emissions (Market Based)</b>	<b>85</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>86</b>
<b>Total Scope 1 &amp; 2 Emissions (Location Based)</b>	<b>201,884</b>	<b>9</b>	<b>2</b>	<b>-</b>	<b>202,632</b>
<b>Total Scope 1 &amp; 2 Emissions (Market Based)</b>	<b>181,995</b>	<b>8</b>	<b>2</b>	<b>-</b>	<b>182,653</b>
Scope 3 Speciated Emissions	CO2	CH4	N2O	Other GhGs	CO2e
Category 1: Purchased Goods & Services	937,802	2,421	90	59,529	1,089,488
Category 2: Capital Goods	10,467	25	1	490	11,972
Category 3: Fuel-and-Energy Related Activities	-	-	-	-	50,739
Category 4: Upstream Transportation and Distribution	1,839	3	0	43	1,974
Category 6: Business Travel	13,406	52	2	189	15,617
Category 7: Employee Commuting	25,045	1	0	-	25,182
Category 11: Use of Sold Products	205,850	17	2	-	206,932
Category 12: End of Life Treatment of Sold Products	-	-	-	-	2,068
<b>Total Scope 3 Emissions</b>	<b>1,194,410</b>	<b>2,519</b>	<b>96</b>	<b>60,251</b>	<b>1,403,971</b>
<b>TOTAL GhG EMISSIONS (Location Based)</b>	<b>1,396,295</b>	<b>2,528</b>	<b>98</b>	<b>60,251</b>	<b>1,606,603</b>
<b>TOTAL GhG EMISSIONS (Market Based)</b>	<b>1,376,406</b>	<b>2,527</b>	<b>98</b>	<b>60,251</b>	<b>1,586,624</b>

Note: Amounts presented in this table may not foot due to rounding.

## GhG Emission Disclosures

Further description of the methodologies utilized in calculating our Scope 3 indirect emissions are outlined below.

Scope and Category	Emissions Included / Excluded (EMCOR Scope & Boundary)	Description of Methodology
<b>UPSTREAM SCOPE 3 EMISSIONS</b>		
<b>1. Purchased Goods &amp; Services</b>	The upstream extraction, production, and transportation of goods and services purchased by EMCOR, not otherwise included in Categories 2 – 8 Exclusions: None	Spend-based approach using economic input-output life cycle assessment (EIO-LCA) models
<b>2. Capital Goods</b>	The upstream extraction, production, and transportation of capital goods purchased by EMCOR Exclusions: None	Spend-based approach using economic input-output life cycle assessment (EIO-LCA) models
<b>3. Fuel And Energy Related Activities (not included in Scope 1 or Scope 2)</b>	Extraction, production, and transportation of fuels and energy purchased by EMCOR, not already accounted for in Scope 1 or Scope 2. Includes the upstream emissions of purchased fuels and electricity as well as transmission and distribution losses. Exclusions: None	Average-data method in which the same primary data that is used to calculate the Scope 1 and 2 emissions for all energy usage is used to calculate the upstream emissions from fuels and purchased electricity and transmission and distribution losses. The actual quantity of energy consumed is multiplied by the appropriate life cycle emission factor.
<b>4. Upstream Transportation &amp; Distribution</b>	Emissions from the transportation and distribution of products purchased from EMCOR's tier 1 suppliers to our facilities and/or customer job-sites. Additionally includes the transportation and distribution of sold products between our facilities and those of our customers. Exclusions: None	Spend-based approach using economic input-output life cycle assessment (EIO-LCA) models
<b>5. Waste Generated in Operations</b>	Disposal treatment of waste generated in EMCOR's operations. Includes the emissions that occur for landfilled, incinerated, and recycled waste streams.	We continue to work to develop data collection methodologies aligned with Scope 3 reporting standards for this category. However, at this time, we have determined that emissions related to this category are not material. For these reasons, we are not reporting emissions for this category.
<b>6. Business Travel</b>	Includes the emissions that occur from air, rail, and ground transportation, as well as accommodations resulting from employee business-related travel. Exclusions: None	Spend-based approach using economic input-output life cycle assessment (EIO-LCA) models
<b>7. Employee Commuting</b>	Includes the emissions that occur for the transportation of our employees between their homes and their workplace. Exclusions: None	Average-based approach in which actual number of employees are multiplied by: (a) the percentage of employees estimated to use each mode of transportation, (b) the estimated round-trip commuting distance for each employee, and (c) the number of working days per year. Estimates made using data per the United States Census Bureau.
<b>8. Upstream Leased Assets</b>	Not Relevant – We do not report on this category since the category as described by the GhG Protocol is not applicable to our business because upstream leased assets are included in our Scope 1 and 2 emissions	Not Relevant

## GhG Emission Disclosures

Scope and Category	Emissions Included / Excluded (EMCOR Scope & Boundary)	Description of Methodology
<b>DOWNSTREAM SCOPE 3 EMISSIONS</b>		
<b>9. Downstream Transportation and Distribution</b>	Not Relevant - We do not report on this category since the category as described by the GhG Protocol is not applicable to our business because emissions from non-EMCOR vehicles are reported in Category 4 as they are purchased directly by EMCOR.	Not Relevant
<b>10. Processing of Sold Products</b>	Not Relevant - We do not report on this category since the category as described by the GhG Protocol is not applicable to our business because EMCOR does not offer an intermediate sold product.	Not Relevant
<b>11. Use of Sold Products</b>	Includes indirect emissions for products we manufacture. These downstream emissions include the electricity consumed by our customers to operate such products over their estimated useful life. Exclusions: Manufactured products that do not have direct use-phase emissions	Direct-use approach in which emissions for manufactured products with direct emissions during use phase are estimated by multiplying total number of products sold in the reporting period by: (a) average life span, (b) average run time, (c) average energy consumption, and (d) appropriate emission factor.
<b>12. End-of-Life Treatment of Sold Products</b>	Includes the emissions that occur for landfilled and recycled waste from EMCOR manufactured products. Exclusions: None	Waste-type approach in which number of products sold in the reporting period are multiplied by: (a) average mass of dominant materials for that product, (b) the disposal method, and (c) the appropriate LCA Emission factor for the disposal method for each material.
<b>13. Downstream Leased Assets</b>	Not Relevant - We do not report on this category since the category as described by the GhG Protocol is not relevant because EMCOR does not have any significant downstream leased assets.	Not Relevant
<b>14. Franchises</b>	Not Relevant - We do not report on this category since the category as described by the GhG Protocol is not relevant because EMCOR does not have any franchises.	Not Relevant
<b>15. Investments</b>	Not Relevant - We do not report on this category since the category as described by the GhG Protocol is not relevant because EMCOR does not have any significant investments that fit this category.	Not Relevant



# GhG Emission Disclosures

## Emissions Factors

Activity data is collected by each of EMCOR’s operating companies. After collection, relevant emissions factors are applied, and total emissions are calculated. EMCOR utilizes the IPCC Sixth Assessment to source global warming potential values. Emissions factors utilized in our calculations are as follows:

Scope and Source	Emissions Factor Source	Link
Scope 1 (US)	EPA Emissions Factor Hub, 2025	<a href="https://www.epa.gov/climateleadership/ghg-emission-factors-hub">https://www.epa.gov/climateleadership/ghg-emission-factors-hub</a>
Scope 1 (UK)	UK DEFRA Conversion Factors, 2024	<a href="https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024">https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024</a>
Scope 2 (US)	EPA Emissions Factor Hub, 2025	<a href="https://www.epa.gov/climateleadership/ghg-emission-factors-hub">https://www.epa.gov/climateleadership/ghg-emission-factors-hub</a>
Scope 2 (UK)	UK DEFRA Conversion Factors, 2024	<a href="https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024">https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024</a>
Scope 3 - Category 3 (US Electricity: WTT and T&D Loss)	UK DEFRA Conversion Factors, 2021	<a href="https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2021">https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2021</a>
Scope 3 - Category 3 (UK Electricity: WTT and T&D Loss, US and UK Fuel: WTT)	UK DEFRA Conversion Factors, 2024	<a href="https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024">https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024</a>
Scope 3 - Category 1 Scope 3 - Category 2 Scope 3 - Category 4 Scope 3 - Category 6	Supply Chain GhG Emission Factors for US Commodities and Industries v1.3	<a href="https://catalog.data.gov/dataset/supply-chain-greenhouse-gas-emission-factors-v1-3-by-naics-6">https://catalog.data.gov/dataset/supply-chain-greenhouse-gas-emission-factors-v1-3-by-naics-6</a>
Scope 3 - Category 7 Scope 3 - Category 11 Scope 3 - Category 12	EPA Emissions Factor Hub, 2025	<a href="https://www.epa.gov/climateleadership/ghg-emission-factors-hub">https://www.epa.gov/climateleadership/ghg-emission-factors-hub</a>

EMCOR Group, Inc. utilizes UK DEFRA conversion factors for Well to Tank (WTT) and Transmission and Distribution Loss (T&D) emissions for Fuel and Energy Related Activities. After 2021, DEFRA stopped publishing overseas emission factors. At the time of reporting, no comparable factors were available for 2024, with DEFRA 2021 factors being the most relevant for US electricity WTT and T&D emissions.

Emission factors presented in the above table represent those used for location-based accounting. For market-based accounting, EMCOR uses a zero-emission factor for procured renewable electricity. For locations where EMCOR did not procure renewable electricity, consisting of all EMCOR UK locations, UK DEFRA conversion factors 2024 were utilized.

## SASB Disclosures

The following table summarizes EMCOR's disclosures for fiscal years 2024 and 2023, as prepared in accordance with the disclosure framework outlined in the Sustainability Accounting Standards Board's Engineering & Construction Services Sustainability Accounting Standard.

<b>Sustainability Accounting Standards Board ("SASB")</b> <b>Engineering &amp; Construction Services</b> <b>Sustainability Disclosure Topics &amp; Accounting Metrics</b>						
TOPIC	ACCOUNTING METRIC	2024 REPORTED AMOUNT	2023 REPORTED AMOUNT	UNIT OF MEASURE	2024 EMCOR COMMENTARY	CODE
<b>Environmental Impacts of Project Development</b>	Number of incidents of non-compliance with environmental permits, standards, and regulations	2	13	Number	Represents the number of instances of non-compliance with environmental regulations involving waste, emissions, and oil or hazardous substance spills.	IF-EN-160a.1
<b>Structural Integrity &amp; Safety</b>	Amount of defect- and safety-related rework costs	\$3.9 million	\$2.4 million	USD	Represents warranty expenses incurred as such costs are a proxy for the amount of our defect- and safety-related rework costs.	IF-EN-250a.1
	Total amount of monetary losses, excluding legal fees, as a result of legal proceedings associated with defect- and safety-related incidents	\$15.3 million	\$6.0 million	USD	Represents payments made during the period for ongoing construction defect insurance claims.	IF-EN-250a.2
<b>Workforce Health &amp; Safety</b>	Total recordable incident rate (TRIR)	<1.0	1.2	Rate	Calculated in accordance with guidance provided by the U.S. Bureau of Labor Statistics.	IF-EN-320a.1
<b>Lifecycle Impacts of Buildings &amp; Infrastructure</b>	Number of commissioned projects certified to a third party multi-attribute sustainability standard	157	173	Number	As of December 31, 2024, these projects represent aggregate contract value of approximately \$4.6 billion and collectively accounted for \$1.1 billion, or approximately 7.7%, of our total 2024 revenues. The value of our remaining performance obligations associated with these projects, at December 31, 2024, was approximately \$1.4 billion, or 13.5% of our total remaining performance obligations.	IF-EN-410a.1
	Number of active projects seeking certification to a third party multi-attribute sustainability standard	362	352	Number		IF-EN-410a.1

Chart continues on next page.

## SASB Disclosures

Sustainability Accounting Standards Board ("SASB") Engineering & Construction Services Sustainability Disclosure Topics & Accounting Metrics						
Topic	Accounting Metric	2024 Reported Amount	2023 Reported Amount	Unit Of Measure	2024 EMCOR Commentary	Code
Climate Impacts of Business Mix	Amount of backlog for hydrocarbon related projects	\$91.0 million	\$148.4 million	USD	EMCOR did not experience any significant "backlog cancellations" associated with hydrocarbon-related projects. We believe our reported remaining performance obligations are firm and contract cancellations have not historically had a material adverse effect on us.	IF-EN-410b.1 IF-EN-410b.2
	Amount of backlog for renewable energy projects	\$448.4 million	\$649.1 million	USD	During 2024, we recognized revenue of \$750 million from renewable energy projects with an aggregate contract value of approximately \$1.7 billion.	IF-EN-410b.1
Business Ethics	Number of active projects in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	-	-	Number	The Company did not have any active projects, or remaining performance obligations associated with any projects being performed in countries with the 20 lowest rankings in Transparency International's Corruption Perception Index.	IF-EN-510a.1
	Amount of backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	-	-	USD		IF-EN-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	-	-	USD	The Company did not incur any monetary losses as a result of legal proceedings associated with charges of bribery or corruption or anti-competitive practices.	IF-EN-510a.2





**EMCOR GROUP, INC.**

301 Merritt Seven  
Norwalk, CT 06851

203.849.7800  
*emcorgroup.com*