EMCOR GROUP, INC. 2025 SUSTAINABILITY REPORT

Doing our part to sustain a more efficient, productive world. Every day, EMCOR companies help other companies plan, design, implement, and maintain the mission-critical systems and programs needed to optimize valuable time, energy, and resources. We also practice what we preach—implementing energy-efficient systems and strategies within our own operations.

EMCOR

Forward-Looking Statements
This sustainability report contains certain forward-looking statements. Such statements speak only as of the date on the cover of this sustainability report, 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 2025 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 and www.emcorgroup.com. Such risk factors should be taken into account in evaluating our business, including any forward-looking statements.

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2025 was another record year for EMCOR, driven by disciplined execution, a strong safety culture, and our unwavering commitment to ***Mission First, People Always.*** These fundamentals continue to differentiate EMCOR, enabling consistent performance for our customers and durable value creation for our shareholders.

As a leader in mechanical and electrical construction, industrial and energy infrastructure, and building services, EMCOR helps customers improve efficiency, reduce operating costs, and lower environmental impact. Our efficiency retrofits, HVAC upgrades, and building automation solutions deliver measurable reductions in greenhouse gas emissions while enhancing indoor air quality and facility performance.

We remain focused on improving the efficiency and sustainability of our own operations. In 2025, we advanced on-site solar investments through our Sustainable Facilities Fund, mitigated Scope 1 emissions through fleet modernization and route optimization, and expanded the use of Virtual Design and Construction and prefabrication to improve productivity and reduce waste.

Our results are made possible by our people, and their safety remains our highest priority. For the second consecutive year, EMCOR achieved a Total Recordable Incident Rate below 1.0, marking our seventeenth straight year at less than half the industry average—an outcome that reflects the discipline and accountability embedded across our organization.

EMCOR will continue to execute with *Integrity, Discipline*, and *Transparency,* grounded in *Mutual Respect, Teamwork,* and an uncompromising *Commitment to Safety.* These values remain central to our strategy and to the consistent, long term performance our shareholders expect.

TONY GUZZI
Chairman, President and Chief Executive Officer

MISSION *FIRST*

INTEGRITY
DISCIPLINE
TRANSPARENCY

PEOPLE *ALWAYS*

MUTUAL RESPECT & TRUST
COMMITMENT TO SAFETY
TEAMWORK

A Few **Key Metrics**

Key metrics for company sustainability, safety, compliance, and governance encompass several critical performance ratings.

EMCOR

EMCOR

mission *first*

INTEGRITY
In everything we do

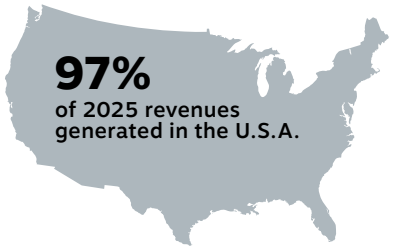
DISCIPLINE
Execution with precision, efficiency, competence and professionalism

TRANSPARENCY
Sharing information to facilitate communication

An EMCOR technician hones her building automation expertise at our dedicated training center. Continuous development helps us execute our mission with outstanding quality.

Operating Results Summary

In 2025, we had revenues of approximately $16.99 billion, of which approximately 72% were generated from our construction operations, approximately 21% were generated from our building services operations, and approximately 7% were generated from our industrial services operations. Our revenues are derived from many different customers in numerous industries, which have operations in several geographic areas. Of our 2025 revenues, approximately 97% were generated in the United States and approximately 3% were generated outside the United States, substantially all in the United Kingdom. In December 2025, we sold our U.K. operations.



97%
of 2025 revenues generated in the U.S.A.

3%
of 2025 revenues generated in the U.K.

Corporate Governance

We have a long history of good corporate governance practices that has greatly aided our long-term success. Our Board of Directors, which we sometimes refer to as our "Board," and our management have recognized for many years the need for sound corporate governance practices in fulfilling their respective duties and responsibilities to our stockholders. Our Board and management have taken numerous steps to enhance our policies and procedures to comply with the corporate governance listing standards of the New York Stock Exchange and the rules and regulations of the Securities and Exchange Commission, and to respond to the needs and interests of our shareholders.

EMCOR CORPORATE GOVERNANCE

Our history of good corporate governance practices has supported our long-term success

Board/Committee Independence

- Independent Lead Director with specified duties and responsibilities
- Independent Board (9 of 10 Directors)
- Fully independent Audit, Compensation and Personnel, and Nominating and Corporate Governance Committees

Board Practices

- Annual Board assessments and succession planning
- Independent Directors hold executive sessions
- Director retirement and term limit policies
- Orientation program for new Directors and continuing education for existing Directors

Stock Ownership/ Compensation

- Stock ownership guidelines for named Executive Officers and Directors
- Prohibition on hedging and pledging by Executive Officers and Directors
- Executive compensation recoupment policy

Accountability

- Annually elected Board
- Stockholder right to call a special meeting
- Majority voting standard in director elections
- Stockholder ability to amend by-laws with majority vote
- Proxy access right
- Prohibition on contributions to political candidates and PACs

BOARD COMMITTEES AND RISK OVERSIGHT

We have fully independent Board Committees

Audit Committee

Assists the Board in its oversight of the integrity of the Company's financial statements, the independent auditors' qualifications and independence, compliance by the Company with legal and regulatory requirements, and climate related and cybersecurity risks (updates received at least quarterly)

Compensation and Personnel Committee

Approves and evaluates all compensation plans, policies, and programs for the CEO, the senior executives, and other officers

Nominating and Corporate Governance Committee

Identifies and recommends director nominees, recommends corporate governance guidelines, oversees ESG initiatives, and leads the Board in its annual review of the Board's performance

Lifecycle Impacts of Buildings & Infrastructure

For decades, EMCOR has implemented smart energy solutions for our clients through the in-house technical staff of our operating companies and key energy-industry partnerships. We provide clients with expertise, technology, and smart solutions to maximize their energy efficiency and give them greater control over their energy use, sourcing, and costs.

Each year we analyze, design, or review projects in hundreds of facilities, saving our customers millions of dollars in annual energy costs while significantly reducing their carbon footprint. Our capabilities in energy efficiency run deep, driving greater efficiency and greater savings for our customers.

Our energy services and capabilities include:

- Assisting our customers in energy-saving initiatives
- Operation of energy systems and energy producing equipment for clients
- Design, construction and maintenance of energy systems and equipment
- Energy audits
- Water system conservation and retrofits
- Lighting retrofits
- Mechanical system retrofits
- Electrical upgrades and electrical maintenance services
- Occupied space retrofits
- Building envelope services
- Building automation system implementation
- Design enhancements
- Critical equipment monitoring
- Construction and maintenance of renewable energy systems (i.e. solar, photovoltaic, wind, fuel-cell, biomass, landfill gas, tidal, and biofuel-fired generation)
- Installation of electric vehicle charging stations

Team members are surveying the layout of a newly constructed central energy plant. EMCOR companies help drive energy efficiency on an industrial scale.

Lifecycle Impacts of Buildings & Infrastructure

EMCOR's accredited experts provide environmentally sound approaches to construction, site planning, materials, building upgrades, and energy management. EMCOR actively participates in a variety of projects which are certified to, or seek certification to, a third-party multi-attribute sustainability standard, including Leadership in Energy and Environmental Design ("LEED"), Building Research Establishment Environmental Assessment Method ("BREEAM"), Green Globes, and the Institute for Sustainable Infrastructure's (ISI) Envision, among others.

During 2025, we completed 170 projects which were certified to such standards and were engaged in 335 other projects which were active (but not yet completed) and were seeking such certification. These projects represent an aggregate contract value of $4.84 billion and collectively accounted for approximately $1.27 billion, or 7.5%, of our total 2025 revenues. At December 31, 2025, the value of our remaining performance obligations (a measure of the remaining revenue to be recognized from uncompleted contracts) associated with projects seeking certification to a third-party multi-attribute sustainability standard was approximately $1.26 billion, or 9.5% of our total remaining performance obligations.

In addition to our participation in projects certified to the sustainability standards noted above, we have partnered with our customers in order to assist with the design, construction and/or servicing of various facilities measured as carbon neutral. EMCOR has completed projects of this type for several of the largest technology, communications, manufacturing, and industrial companies by providing services that help to improve facility energy use and reduce energy costs. Our services include the installation of building automation controls (including smart temperature and lighting controls), employing advanced cooling techniques and systems (including energy-efficient evaporative cooling), and redesigning how power is distributed throughout a facility.

2025 CERTIFIED PROJECTS

$4.84 B
Aggregate Contract Value

7.5%
OF TOTAL REVENUE

$1.26
BILLION
or
9.5%
of Total Remaining Performance Obligations

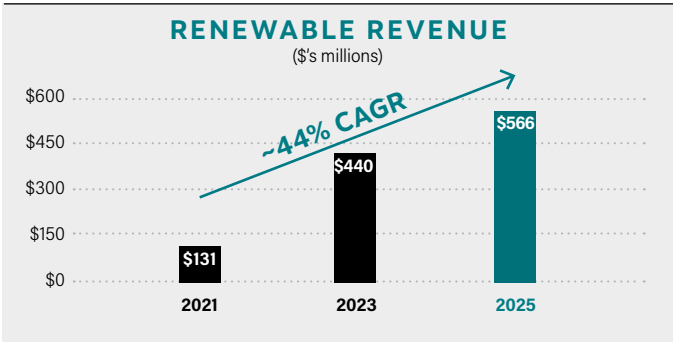
Dynalectric Oregon completed this new solar installation for a manufacturing facility, helping the client achieve their sustainability goals and minimize operating costs.

Climate Impacts of Business Mix

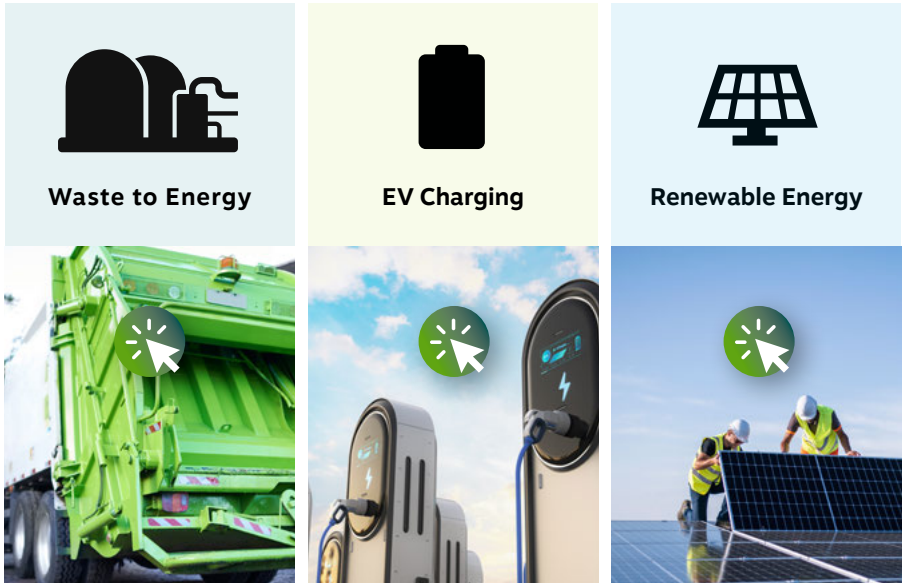
Renewable Energy Projects

Our expertise encompasses a broad range of sustainable alternatives for power generation, including solar, photovoltaic, wind, fuel-cell, biomass, landfill gas, tidal, and biofuel-fired generation. Our companies have designed, built, and provided ongoing maintenance services for alternative energy installations across North America. In addition, we have extensive experience in developing waste-to-energy systems, which separate and burn municipal, agricultural, and industrial waste to provide a clean fuel source for steam heat and power generation.

During 2025, we recognized revenues of approximately $565.7 million from renewable energy projects with an aggregate contract value of approximately $1.90 billion. As of December 31, 2025, the value of our remaining performance obligations associated with these contracts was approximately $362.9 million.



RENEWABLE ENERGY PROJECTS



$565.7 MILLION Revenue from Renewable Energy Projects

$1.90 BILLION Aggregate Contract Value

Climate Impacts of Business Mix

CASE STUDY

Environmental Consciousness and Water Conservation is a Focus at our Heat Exchanger Cleaning Operations.

Over 2,900 heat exchangers cleaned in 2024-2025.

Hydrocarbon Related Projects

Demand for certain of our services, primarily those of our industrial services business, which generated approximately 7% of our 2025 revenues, is highly dependent on the strength of the oil and gas and related industrial markets. These services are largely performed for refineries and petrochemical plants and often involve projects which are directly associated with the hydrocarbon value chain, including, but not limited to: hydrocarbon infrastructure services and maintenance, hydrocarbon power generation, and hydrocarbon-related downstream services. As of December 31, 2025, the value of our remaining performance obligations associated with hydrocarbon-related projects was approximately $75.1 million.

Certain of the services offered by our industrial services operations allow refineries and petrochemical plants to increase their own energy efficiency. We are committed to helping our customers execute their maintenance safely, efficiently and in compliance with all applicable laws and regulations. In addition to these traditional industrial services, we are leveraging our expertise in industrial services to construct and maintain carbon capture technologies and renewable energy projects.

Climate Impacts of Business Mix

Powering What's Next

EMCOR companies across all of our divisions are contributing to our nation's energy expansion by helping our customers produce electricity through renewable energy installations. These projects not only help offset utility costs for our customers, but also help them to lower their carbon footprints and reduce their impacts on the environment.

Mesa Energy Systems, an **EMCOR Mechanical Services Company**, recently completed a solar installation at the Morongo Casino Resort and Spa in Cabazon California. Mesa installed and energized 5 separate solar arrays, one ground mounted system and 4 carport arrays. The combined installation is equal to just over 6,500 kW of DC power, with an estimated first year production of approximately 11,000 MWh.

This project is an expansion of an existing cogeneration plant that has been maintained and operated by Mesa for over two decades. This islanded system, which provides cooling, heating, and power to the Morongo Casino, combined with the new solar arrays, allows the casino to operate without withdrawing power from the utility grid.

Ardent Services, LLC, an **EMCOR Industrial Services Company,** is in the process of constructing a large solar array in Mark Center, Ohio for an energy supplier. 700 acres of former agricultural land was used for the array, which can produce approximately 110 Megawatts of electricity. This utility scale solar field can power over 500 homes with renewable energy.

CASE STUDY

Thousands of state-of-the-art photovoltaic panels were seamlessly integrated into Morongo's existing cogen facility to create a "microgrid" system, helping the resort increase energy reliability, sustainability, and independence, while slashing their utility bill.

Climate Impacts of Business Mix

Helping Usher in the Future of Transportation

Prefabricated EV Skids: Scalable Charging Infrastructure

In 2025, Miller Electric Company advanced sustainable transportation infrastructure by designing and building more than 600 electric vehicle (EV) charging skids to support fleet electrification projects across multiple markets. These prefabricated skids serve as integrated electrical platforms that consolidate major charging components into factory-built modular units that enable efficient, repeatable deployment of EV charging systems at customer sites. Miller Electric's skid fabrication capability allows charging infrastructure to be delivered faster, with greater consistency, and with reduced on-site impacts compared to traditional field-built solutions.

By shifting a significant portion of electrical assembly from the field to a controlled fabrication environment, Miller Electric reduced on-site construction duration, minimized material waste, and improved overall installation efficiency. Standardized fabrication enhanced quality control, improved safety, and reduced the need for rework, supporting responsible use of materials and labor while maintaining high performance and reliability standards.

Supporting Fleet Electrification and Environmental Benefits

The EV skids fabricated in 2025 were deployed across a range of electric fleet applications, including commercial and institutional transportation. By enabling dependable, high-capacity charging infrastructure, the skids help customers transition from internal combustion vehicles to electric alternatives, contributing to reduced tailpipe emissions and supporting broader greenhouse gas reduction goals. Fleet electrification enabled by skid-based charging infrastructure also delivers localized air quality benefits in the communities where vehicles are operated.

Climate Impacts of Business Mix

Lee Road Facility: Skid Fabrication Applied in the Field

A representative example of this approach is the EV charging infrastructure installed at the Lee Road facility in Jacksonville, Florida, serving Highland Electric Fleets and supporting an electric school bus fleet operated in partnership with Durham School Bus. The project utilized prefabricated EV skids designed and fabricated by Miller Electric to provide reliable, scalable charging while minimizing disruption at an active facility.

At Lee Road, the skid solution consolidated critical electrical components into factory-assembled units, significantly streamlining on-site installation. Prefabrication reduced construction activity and material handling, improved installation safety, and ensured consistent build quality. The modular design also supported project efficiency and schedule certainty, demonstrating how Miller Electric's fabrication capabilities translate directly into successful field execution.

Designed for Growth and Long-Term Sustainability

Both the broader skid program and the Lee Road facility were designed with future growth in mind. Modular and scalable skid designs allow customers to expand their charging capacity over time without significant redesign or demolition. This future-ready approach extends the useful life of installed infrastructure, reduces the environmental impact associated with system upgrades, and supports long-term sustainability planning as electric fleets continue to grow.

Through the successful delivery of more than 600 EV charging skids in a single year, and their deployment at projects such as Lee Road, Miller Electric Company demonstrated its ability to scale sustainable infrastructure solutions while maintaining a focus on efficiency, reliability, and environmental responsibility.

CASE STUDY

Outfitted with cutting-edge equipment and staffed by a team of certified professionals, Miller Electric's fabrication shop is the cornerstone of their EV charging offerings. Modular solutions enable them to deliver complex infrastructure with precision and efficiency.

Climate Impacts of Business Mix

Impacts of Global Climate Change on Demand for Our Services

We share the broad concerns about the risks and impacts of global climate change. While the impact of warming average temperatures on our business is difficult to predict or measure, we believe that our business will be able to serve our customers as they seek to reduce energy consumption and create a safer and more comfortable environment at their facilities through the construction, retrofit and maintenance of heating, air conditioning, and other mechanical systems.

The demand for certain of our electrical and mechanical construction services, as well as our building services, is impacted by many factors, including: (a) shifts in energy costs, (b) the advancement of new technologies aimed at improving efficiency or reducing emissions, and (c) environmental factors such as variability in weather patterns or temperatures, rising sea levels, or increases in the frequency and/or severity of accute weather events. Increased demand for our services aimed at mitigating or addressing these impacts could benefit our results of operations.

For example, based on our 2025 revenues, a 10% increase in the revenues generated by our electrical and mechanical construction operations as well as our building services operations would have favorably impacted our consolidated revenues by approximately $1.6 billion.

Conversely, as referenced on page 12, we have certain businesses, particularly our industrial services operations, whose results are highly dependent on the strength of the oil and gas and related industrial markets. A decrease in the demand for oil and gas, including a decrease in demand driven by either a change in consumer preferences or an increase in the use of alternate energy sources, could result in a reduction in revenues for these businesses. For example, based on our 2025 revenues, a 10% decrease in demand for the service offerings of these businesses would have resulted in a decrease in our consolidated revenues of approximately $127 million. However, as demonstrated by the solar projects on page 13, these operations will also continue to support America's energy expansion, including the renewable energy and renewable fuel markets.

CASE STUDY

EMCOR Services New England Mechanical (NEMSI) constructed a new, cutting-edge central plant for a luxury apartment building in Hartford, CT, that is expected to generate one million dollars in annual energy savings and offset the equivalent of nearly 2,000 metric tons of CO2.

Sustainable Practices in our Operations

At EMCOR, we are also applying our expertise and partnering with outside experts to improve our own energy consumption. This takes the form of changes big and small, from reducing the fuel consumption of our fleet of approximately 14,600 service vehicles by shifting to a more fuel efficient vehicle mix and using GPS and advanced route analytics to find the most direct ways to and between jobs, to reducing energy draw by installing solar panels at specific field locations, to applying our depth of knowledge in energy efficiency to design, install, and maintain electrical and environmental control systems at our own facilities to optimize our energy efficiency.

We have also been transitioning portions of our fleet to more efficient alternatives, including hybrids and some electric vehicles. As these vehicles' performance specifications continue to improve, we will add them to our fleet where they meet our performance requirements. We also utilize tools to identify the most efficient options to replace vehicles as they age out of our fleet. This includes downsizing powertrains to reduce fuel consumption while still meeting our business needs.

Over time, we have implemented a broad array of internal programs to track, analyze and improve our carbon footprint and energy efficiency. These include launching in 2015 a companywide carbon footprint analysis which has resulted in detailed breakdowns of energy usage by company. Additionally, we upgrade our facilities with energy efficient electrical and environmental control systems; and where applicable, we have and will continue to add on-site solar generation at some of our facilities through the use of the EMCOR Sustainable Facilities Fund.

2035 ENERGY AND EMISSION GOALS

30-40%

Per capita **reduction in carbon based fuel consumption** across service fleet

20%

Reduction in per capita Scope 1 and Scope 2 **GhG output**

Our data collection methodologies ensure our reporting is more relevant, complete, consistent, transparent, and accurate as we improve emissions reporting and progress on our sustainability goals.

Sustainable Practices in our Operations

Using a location-based accounting method, EMCOR companies produced an estimated 216,210 metric tons of combined Scope 1 and Scope 2 greenhouse gas ("GhG") emissions in 2025. This total includes Scope 1 direct emissions generated from fuel (gasoline and diesel) used in our vehicles and equipment and natural gas consumed in our operations, as well as Scope 2 indirect emissions from the purchase of electricity for our facilities. Approximately 85%, or 182,746 metric tons, of EMCOR's Scope 1 and Scope 2 GhG emissions came from the consumption of fuel for our fleet of service vehicles and equipment, while the remaining 15%, or 33,464 metric tons, came from electricity, natural gas, and other fuels consumed by our operations at their offices and facilities.

In addition to Scope 1 and Scope 2 GhG emissions, EMCOR produced an estimated 1,522,700 metric tons of Scope 3 emissions, predominantly from our purchase of goods and services, notably materials and equipment for use on our construction and services contracts.

Refer to the appendix commencing on page 36 for further disclosure regarding our GhG emissions.

Through the use of the EMCOR Sustainable Facilities Fund, **Shambaugh & Son** designed and installed a 150 kW DC ground mounted solar array at a fabrications shop in Fort Wayne, Indiana. This installation was energized in October of 2025, and will generate approximately 195,000 kWh of electricity in its first year, resulting in an offset of nearly 138 metric tons of CO2e. The success of this project has led to the commissioning of a second solar array, also in Fort Wayne. This new 135 kW DC roof mounted array will create over 130,000 kWh in its first year in service.

Sustainable Practices in our Operations

In recognition of the importance of reducing global net carbon emissions in the coming decades to prevent the worst consequences of climate change, we have planned to achieve a 20 percent reduction in our per capita Scope 1 and Scope 2 GhG emissions by 2035, based on a baseline year of 2021. Through this process, we have set a target of reducing our use of carbon-based fuels across our service fleet on a per capita basis by 30 to 40 percent by 2035 (once again using a 2021 baseline). Current projects include working with most of the major vehicle manufacturers to pilot and test more fuel-efficient vehicles, as well as advanced route analysis and optimization.

To reduce our Scope 2 emissions, EMCOR Group, Inc. purchased and retired 66,021 MWh of Green-e certified Renewable Energy Certificates (RECS). These RECS account for the entire U.S. electricity consumption of EMCOR Group, Inc. and its operating companies. All RECS purchased were procured from U.S. energy production and have a vintage as close as possible to the actual electricity consumed at EMCOR facilities.

After engagement with our stockholders, we retained a leading third-party consulting firm to assist us in evaluating the establishment of independently verified short, medium, and long-term science-based GhG emissions reduction targets, in line with the Science Based Targets initiative (the "SBTi"). In December of 2022, we submitted a formal commitment notice to the SBTi regarding setting such targets.

During the 24-month submittal period that began with the submission of our commitment notice to the SBTi, the Company made significant strides in reducing our market-based scope 2 emissions through the procurement of Green-e certified Renewable Energy Certificates. At the same time, the Company evaluated whether fully electric and hybrid vehicles could meet our business needs. We determined that those currently available largely do not meet the required performance specifications of our fleet, which accounted for approximately 85% of our 2025 scope 1 and 2 emissions. As a result, we did not submit targets to the SBTi. However, the Company remains committed to lowering our fleet related emissions and will continue to evaluate lower-carbon transportation options and our ability to submit targets to SBTi in the future.

SCOPE 1 AND SCOPE 2 ENERGY AND CARBON METRICS AND GOALS

2025 ENVIRONMENTAL IMPACT

193,833 **metric tons of Scope 1 GhG** emissions in 2025

22,377 **metric tons of location-based scope 2** emissions in 2025

20.8 M
gallons of diesel and gasoline consumed

66.2M
kWh of electricity used

185.5 M
cubic feet of natural gas consumed

100%
renewable U.S. electricity procurement using RECs

KEY SOURCES OF EMISSIONS

85%
of emissions came from **fuel consumption**

15%
of emissions came from consumption of **electricity, natural gas, and other fuels at offices and facilities**

2035 ENERGY AND EMISSIONS GOALS

30-40%
per capita reduction in carbon based fuel consumption across service fleet

20%
reduction in per capita Scope 1 and Scope 2 GhG output

Sustainable Practices in our Operations

We have adopted governance policies, and undertaken specific initiatives, to seek to ensure that our business is conducted in compliance with applicable environmental laws and regulatory requirements and in a manner that reflects our commitment to sustainability and environmental responsibility. The Nominating and Corporate Governance Committee of our Board of Directors oversees the development and implementation of our environmental, social and governance policies and initiatives and engages with management to evaluate our goals and metrics. Our Board of Directors is also focused on maintaining the security of our data and that of our customers and the integrity of our networks and IT systems. Our Audit Committee oversees our cybersecurity efforts and performance.

We have established a Sustainability Task Force and Steering Committee to explore, develop, and define strategies and best practices to meet and track EMCOR's sustainability goals and report its findings and recommendations to EMCOR's Board of Directors.

We believe our programs and monitoring activities have been effective in ensuring compliance with environmental permits, standards, and regulations. During 2025, the number of instances of non-compliance with environmental regulations involving waste, emissions, and oil or hazardous substance spills was limited to 9, of which only 3 required reporting to a regulatory agency, and the cumulative costs associated with all such instances was immaterial.

~100
EMCOR SUBSIDIARY COMPANIES

~450
PHYSICAL LOCATIONS ACROSS THE UK AND 40 U.S. STATES

Scale of EMCOR's Carbon Tracking Program

Over 200 EMCOR employees collect and manage the data furnished from approximately 600 individual utility accounts along with fuel consumption volumes from various vendors. This data serves as the basis for EMCOR Group's GhG emissions inventory.

EMCOR companies track electricity, natural gas, and fuel usage across all operations.

Scale of EMCOR's Environmental Inspection Program

- Environmental Inspections
- Environmental audits performed by a third party consultant
- Fleet Management Program Inspections performed in partnership with third party experts
- General environmental Health and Safety Inspections.

EMCOR Sustainable Facilities Fund

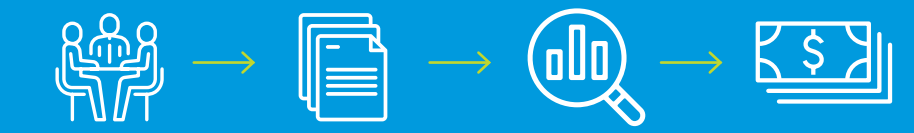
In 2024, we created the EMCOR Sustainable Facilities Fund. This program is designed to help EMCOR Operating companies reduce their Scope 1 and 2 emissions through capital improvement projects.

These projects will include on-site renewable energy installations, electric vehicle charging infrastructure, lighting retrofits, HVAC upgrades, or other improvements that should help EMCOR reach our climate goals.

As a provider of energy efficiency and carbon reduction services to our customers, EMCOR believes that projects that help the environment can also help the bottom line. Therefore, EMCOR anticipates prioritizing projects at our facilities that have a high return on investment.

To receive funding for a project, operating companies provide proposals through their division heads. EMCOR Group, Inc. then reviews each submission, and the winning proposals receive the funds to undertake the project.

SUSTAINABLE FACILITIES FUND PROCESS



STEERING
Each year, segment heads will be presented with the year's budget for grants.

SUBMISSION
Operating companies will submit proposals with budget estimates and sustainability benefits.

REVIEW
EMCOR Group, Inc. team will evaluate each project for alignment with our sustainability goals.

APPROVAL
Winning proposals will receive the funds to undertake the project.

Projects that receive funding through the EMCOR Sustainable Facilities Fund will have their efforts highlighted here in the Sustainability Report, as well as on our website and on social media.

Since the creation of the fund, two projects received funding for installation of solar arrays at Shambaugh & Son locations in Fort Wayne, Indiana. One project, a 150 kW DC ground mounted array, was energized in October 2025 and is exceeding performance expectations. A second project, a roof mounted 135 kW DC array, was commissioned in late 2025 and is expected to be completed in 2026.

Structural Integrity & Safety

As a specialty contractor, we have a professional responsibility to ensure the safety and integrity of our work. Errors or inadequate quality in project design or construction can cause significant personal injury, loss of property value, and economic harm. Companies that perform poorly with respect to structural integrity and safety can face potentially high costs due to redesign and/or repair work and legal liabilities, as well as reputational damage that could hurt growth prospects. At EMCOR, we strive to meet or exceed minimum applicable codes and standards, including new industry standards for quality, and have established practices throughout our companies to reduce the risks associated with potential quality or defect issues.

During 2025, we incurred warranty expenses, a proxy for the amount of our defect- and safety-related rework costs, of approximately $3.1 million. During the same period, the amount of monetary losses, excluding legal fees, associated with defect-related incidents was approximately $5.8 million, which represents payments made during the period for ongoing construction defect insurance claims. At less than 0.1% of our consolidated 2025 revenues, we believe these costs reflect the excellence of our skilled workforce and our commitment to structural integrity and quality control.

This pipe removal by DeBra-Kuempel, an EMCOR company, required careful planning and precise execution. At EMCOR, safety, quality, and productivity are integral to all we do.

Commitment To Safety Throughout Our Operations

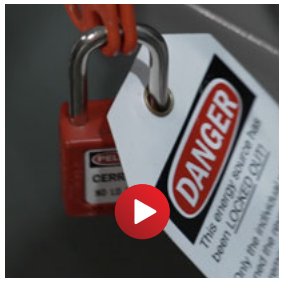
Striving for zero injuries is a core value of EMCOR and its approximately 100 operating companies. EMCOR's relentless focus on safety has yielded steady improvement since 2003, and clear results, of which we are always proud but never satisfied.

EMCORSQP
SAFETY **QUALITY** PRODUCTIVITY

Our improvement is the result of:

- Engaged Executive leadership at every Operating Company
- Developing a common culture of process and vigilance
- Improved systems and processes for reporting and analyzing leading and lagging indicators
- Focusing on good work practice in shops and the field
- Improving planning and fabrication
- Changing the way we work and sharing innovations
- Providing access to training and other resources
- Verifying performance

GOOD WORK PRACTICES



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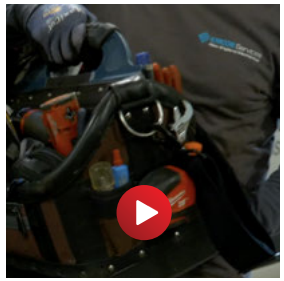
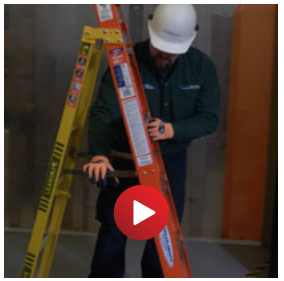


MATERIAL HANDLING



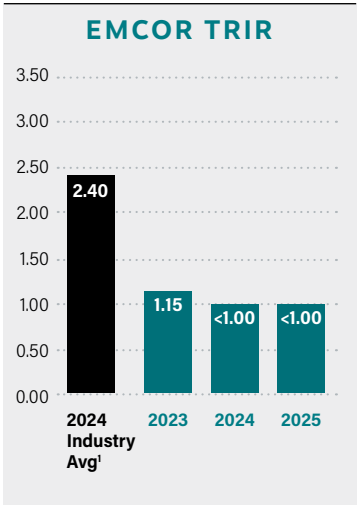
LADDER SAFETY

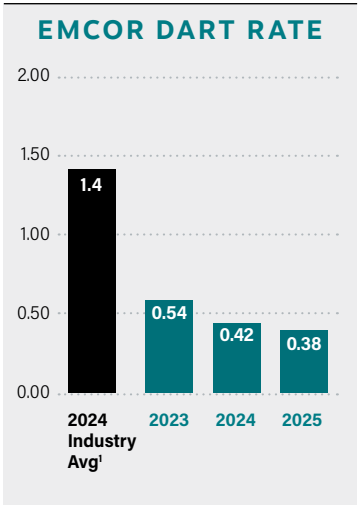
Commitment To Safety Throughout Our Operations

As an expression of our values, EMCOR companies prevent injuries and incidents in many ways including through employee and leadership training and education, disciplined adherence to requirements and internal standards and strategic use of resources and suppliers

SCALE OF SAFETY PERFORMANCE IN 2025:

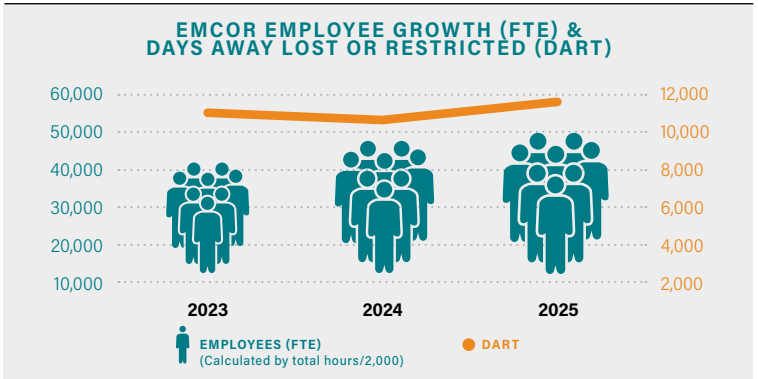
- **Focus on leading indicators** like first aid and near miss reporting and site reviews to identify risks and mitigate hazards. Each year EMCOR safety professionals visit thousands of job sites. In 2025 EMCOR implemented new data systems to improve incident recording and analytical capabilities.
- **Focus on education and good work practice.** EMCOR companies identify and communicate good work practices and provide significant in-person and on-line education. In 2025 EMCOR employees completed more than 100,000 safety and compliance courses.
- **Focus on Leadership Development.** EMCOR's partnership with the Board of Certified Safety Professionals (BCSP) facilitates safety leadership education for front line supervisors and safety professionals. More than 1,000 Safety professionals received ASP/CSP, CHST, or STS/STS-C credentials in 2024-2025. EMCOR leads the nation in BCSP certified safety leaders and holds more BCSP Certifications that any other organization. In 2026, EMCOR and its subsidiary, Shambaugh & Son, L.P. received the Diamond Award from the BCSP.



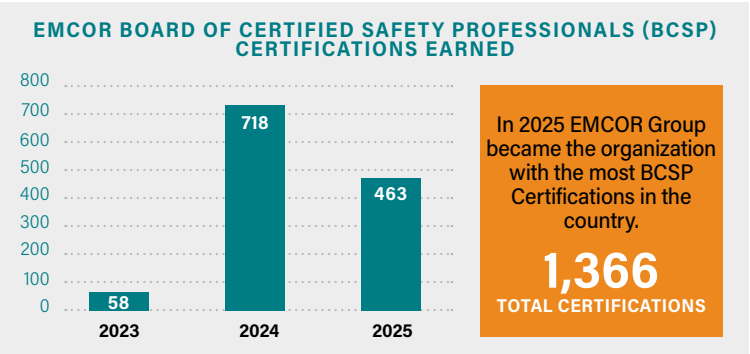


[1] Industry average is based on the published 2024 BLS NAICS Code 2382: Specialty Trade Contractor, Building https://www.bls.gov/web/osh/table-1-industry-rates-national.htm

Workforce Health & Safety



	2025	2024	2023	2024 Industry average[2]
Hours Worked	99,097,833	89,191,544	80,645,444	89,000,000
Recordable Injuries	460	407	462	1,068
DART Cases	188	187	216	623
Days Away or Restricted	11,679	10,222	11,023	N/A
TRIR	<1.00	<1.00	1.15	2.40
DART Rate	0.38	0.42	0.54	1.40
Employees (FTE)[1]	49,549	44,596	40,323	44,500



[1]EMCOR data represents number of FTE on December 31 of the respective year
[2]Industry average calculated for a company roughly the same size as EMCOR in 2024. Industry average is based on the published 2024 BLS NAICS Code 2382: Specialty Trade Contractor, Building Equipment Contractors.

EMCOR maintains a strong commitment to safety throughout our operations, striving for a zero injury environment and culture across our 100 operating companies. Our position as an industry leader in safety begins with a strong culture of care and vigilance and is supported by a comprehensive suite of training, resources, and analytics. Our Board oversees human capital management including employee safety, training, development and, with our Compensation and Personnel Committee, succession planning. We believe that our focus on employee safety and well-being is reflected in our results. In a year in which our employees worked a total of approximately 99 million hours, the most in our history, the Company's Total Recordable Incident Rate in 2025 less than 1.00, the second consecutive year below 1.00 and approximately 60% lower than the most recently available industry average of 2.4. This represents our 17th consecutive year with a Total Recordable Incident Rate which was less than half the industry average.

Through our indoor air quality (IAQ) services, we also help to keep our customers and their employees, tenants, and customers safe. Indoor air pollutants can negatively impact tenant satisfaction and cause serious health problems for occupants who have respiratory conditions, autoimmune disorders or environmental allergies. Airborne pathogens also build up in HVAC systems, leading to decreases in cooling capacity and reductions in energy efficiency. Our IAQ experts and professional technicians offer a full suite of services aimed at improving health and safety, ranging from routine maintenance and duct cleaning to the latest in ultra-violet (UVC) technology and patented ionization products to kill and remove pathogens.

Business Ethics

All EMCOR employees are bound by the EMCOR Code of Business Conduct and Ethics, which reflects our commitment to conduct business with the highest ethical standards and defines the standards of conduct that are the foundation of our business operations. In addition, to ensure that our commitment to our values extends beyond our own people and operations, we maintain a Vendor Code of Conduct that sets forth the essential requirements that each of our vendors and subcontractors must agree to in order to perform work for our customers.

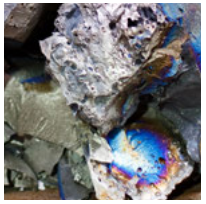
Our policies require that all our employees, subcontractors, vendors, and agents worldwide must comply with our Global Anti-Corruption Compliance Policy, Global Human Rights Policy and with anti-bribery laws, including the U.S. Foreign Corrupt Practices Act and the U.K Bribery Act of 2010. During 2025, the Company did not incur any material monetary losses as a result of legal proceedings associated with charges of bribery or corruption or anti-competitive practices.

The majority of our work is performed in the United States and United Kingdom. At December 31, 2025, we had remaining performance obligations of approximately $13.25 billion. 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.

POLICIES & PROGRAMS

Environmental Overview Handbook
View our handbook

Code of Business Conduct & Ethics
View our code



Conflict Minerals Report
View our report

Anti-Corruption Compliance Policy
View our policy in English or Spanish

EMCOR Environmental Policy
View our policy

Human Rights Policy
View our policy

Vendor Code of Conduct
View our code

Economic Sanctions & Export Control Policy
View our policy in English or Spanish

Recycling Policy
View our policy


EMCOR
people always
MUTUAL RESPECT AND TRUST
Treating people with dignity and consideration and encouraging openness and cooperation
COMMITMENT TO SAFETY
Zero accidents
TEAMWORK
Working together to develop and unleash our full potential to achieve exceptional results for our customers and shareholders

Training

To further its People First values, EMCOR has built a curriculum of required trainings that provides employees with a strong understanding of how to contribute to a safe, inclusive, and productive work environment. All employees are required to complete interactive courses on our Code of Business Conduct & Ethics, harassment prevention, and inclusivity in the workplace.

All employees who have access to personally identifiable information or protected health information are required to take data privacy training, and all employees who have access to our IT systems or devices are required to take several courses on security awareness each year.

Course Type	2024	2025
Code of Business Conduct & Ethics	7,292	12,165
Harassment Prevention	13,495	13,210
Data Privacy	1,969	3,841
Security Awareness	36,245	31,015
Grand Total	**59,001**	**60,231**

Leadership Development Opportunities at EMCOR

EMCOR offers its leaders impactful development opportunities, across the leadership spectrum, that are designed to both empower and enable leaders to succeed at EMCOR. The programs exist to develop, inspire, and connect leaders at every level through a continuous, experiential learning development process, and sets EMCOR apart as the employer of choice in the industry with respect to leader development.

Degree Assistance Program

At EMCOR, we know that continuing education has a positive impact on our employees as well as on our company. We have long supported our employees' formal educational development by reimbursing them for many of the expenses of completing coursework at accredited academic institutions.

College Coaching

Our College Coach Program provided through Bright Horizons provides employees and their families with support as they navigate the college admissions process, including live webinars, tuition payment financial planning, and insight from former admissions officers, finance professionals, and educators.

EMCOR University Online

EMCOR's state-of-the-art, industry-leading online learning platform, EMCOR University Online provides every employee at EMCOR access to on-line, self-paced courses, videos, interactive webinars, and book summaries, designed to support each user's unique self-development needs across the leadership and management spectrum. These resources enable all EMCOR employees to work more effectively and efficiently, perform their own duties more successfully, and reinforce the EMCOR Values. EMCOR University Online consists of more than 10,000 individual courses, and serves more than 4,000 individual learners each month.

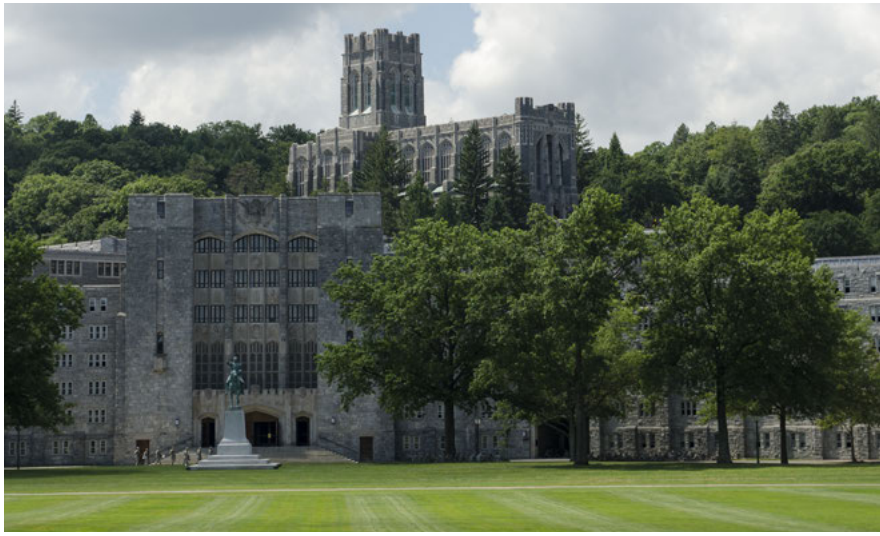
Leadership Development Opportunities at EMCOR

The EMCOR Leading With Character program is designed for senior executive leaders across EMCOR, and intended to demonstrate how EMCOR leaders conduct business the right way, as leaders of character, and in line with the EMCOR Values. In partnership with the Thayer Leadership team at West Point, nearly 550 EMCOR leaders have participated in 18 programs since its inception in 2012.

The EMCOR Leadership for Results program is a week-long course in which senior leaders "learn the language of business at EMCOR," through an entrepreneurial, case-study based approach in which leaders must use advanced financial acumen to solve problems and drive growth at EMCOR. Now resident in partnership with the faculty at the Georgia Institute of Technology, over 500 EMCOR leaders have participated in 18 programs since its inception in 2007.

EMCOR Leader Development Course
Launched in 2022, the Leader Development Course is designed for high potential, front-line leaders, and focuses on the basics of preparing yourself to lead, leading others, and leading teams. These leaders learn how to enhance their emotional intelligence quotient, while being resilient and building trust with their teams. They are also taught cutting-edge communications skills, and required to interact and collaborate effectively with leader from across all of EMCOR. For the first time in 2026, we will execute two separate in-person iterations of this program.

EMCOR Manager Development Program
A 12-month program in which leaders meet in a combination of live, virtual courses, and self-paced instruction through EMCOR University Online. The program is centered on new or soon-to-be supervisors, and focuses on the basics of management and leadership, from employee development and team building, to communications and conflict management skills, to the basics of business finance. Beginning in 2025, we now run two separate programs annually.



Supporting Sustainability in Our Communities

EMCOR Touching Lives Program™

EMCOR's long history of corporate responsibility is built on a commitment to touch the lives of people in meaningful ways. On the job, this means protecting our workers from injury and helping our clients reduce their carbon footprint. In the communities in which we work, it means striving to be good neighbors by reflecting our EMCOR values in all that we do.

Boys and Girls Club of America

Power Hour: Making Minutes Count helps Club members ages 6-18 achieve academic success by providing homework help, tutoring and high-yield learning activities and encouraging members to become self-directed learners.

Womankind

Womankind works with survivors of gender-based violence to rise above trauma and build a path to healing. They bring critical resources and deep cultural competency to help marginalized communities find refuge, recovery, and renewal.

communities *for a cause!*

Supporting Sustainability in Our Communities

EMCOR companies believe in getting involved. You'll find our people engaging in a variety of charitable causes, community outreach programs, and other philanthropic activities in their local markets. Giving back is just part of who we are.

$130,990

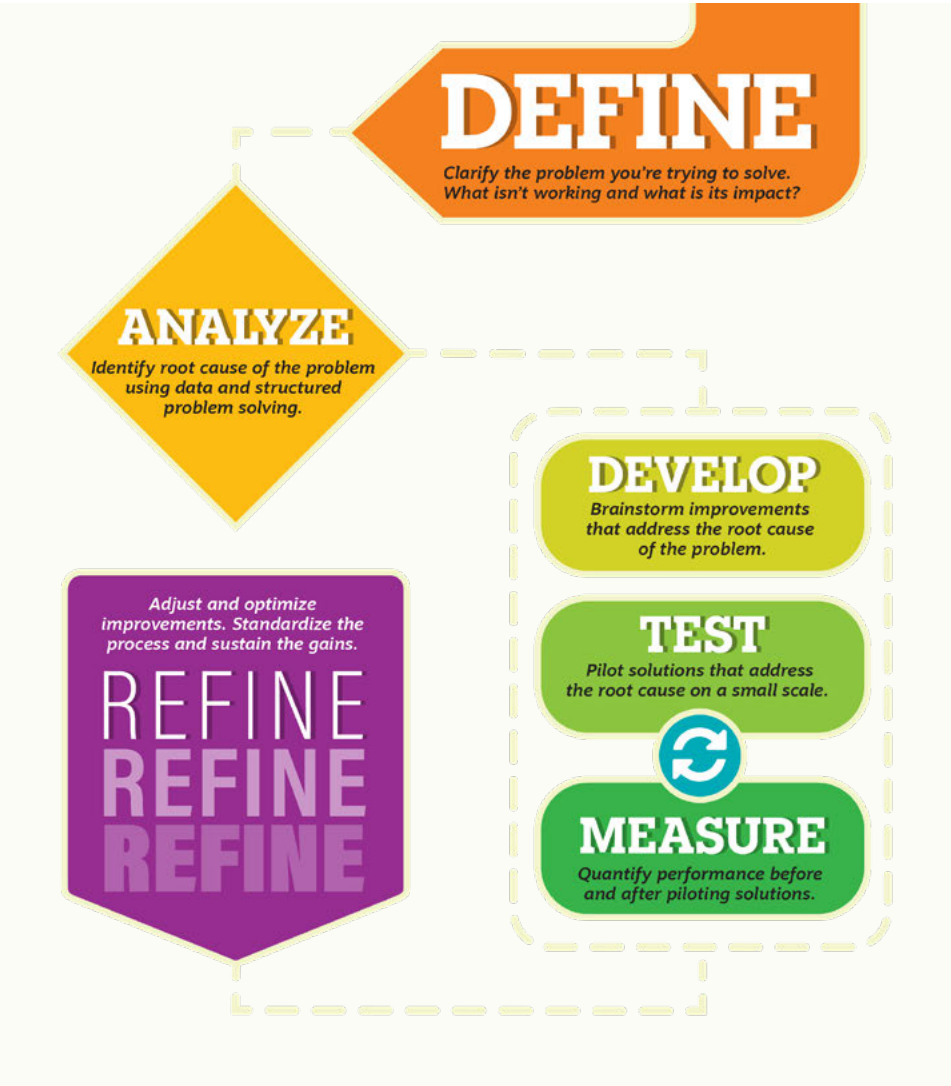
raised over the life of the program

EMCOR*Edge:* Driving a Culture of Continuous Improvement

EMCOR*Edge* is our organization-wide continuous improvement program, designed to help us strengthen visibility, discipline, and scalability across our multiple divisions and operating companies. It is a shared framework EMCOR companies utilize to identify opportunities to improve the efficiency and sustainability of our operations, solve complex problems, and drive meaningful, measurable results.

Through EMCOR*Edge,* we've developed a common toolset and shared vocabulary for continuous improvement. We begin by training leaders in structured problem solving and then empower teams to root out inefficiencies and implement improvements at the point of execution. This helps us identify productivity gains that are repeatable and scalable.

At its core, EMCOR*Edge* is a culture-focused program that aims to change the way our people think and how they tackle challenges every day. This philosophy allows us to harness the ingenuity of our local leadership, identify proven strategies for increasing efficiency and reducing risk, and drive sustainable improvements organization wide.



Appendices

These appendices to the Sustainability Report contains EMCOR's Greenhouse Gas emissions inventory across scopes 1, 2, and 3 for calendar year 2025. We align our emissions reporting with the Greenhouse Gas Protocol, and this inventory 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**

The sun rises over Boston's historic Bunker Hill Monument, as Gaston Electrical, an EMCOR company, embarks on another day of work at a major LEED-certified development.

EMCOR

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 across 100 operating subsidiaries that contribute to GhG emissions. Our electrical construction operations and our mechanical construction operations specialize principally in providing construction services relating to electrical and mechanical systems in all types of facilities. Our building services operations provide various services relating to the operation, maintenance, and management of a wide range of facilities. Services of these businesses additionally include small modification and retrofit projects, often focused on increasing energy efficiency and improving Indoor Air Quality & comfort. Our industrial services operations provide maintenance, construction, engineering, and manufacturing services primarily to customers within the oil, gas, and petrochemical industries. In addition to traditional industrial services, these businesses participate in our nation's energy expansion by leveraging their expertise in industrial services to construct and maintain renewable energy projects, including solar generation.

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, 2025, EMCOR has evaluated all acquisitions for their combined GhG contributions in the reporting year. In 2025, it was determined that the baseline recalculation threshold outlined above has been met, and therefore EMCOR will use a recalculated baseline year for all relevant comparisons of GhG emissions.

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 (CO2), methane (CH4), and nitrous oxide (N2O). 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 approximately 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 2025 electricity consumption, EMCOR procured renewable energy from limited on-site generation, and unbundled Energy Attribute Certificates (EACs). The purchase of EACs was entirely comprised of 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 report summarize EMCOR's GhG emissions for fiscal year 2025 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	FY25
Scope 1	193,833
Scope 2 (Location Based)	22,377
Scope 2 (Market Based)	67
Total Scope 1 & 2 Emissions (Location Based)	**216,210**
Total Scope 1 & 2 Emissions (Market Based)	**193,900**
Scope 3	1,522,700
Total GhG Emissions (Location Based)	**1,738,910**
Total GhG Emissions (Market Based)	**1,716,600**

Energy Consumption by Fuel Type

Energy Consumption by Fuel Type	MWh
Natural Gas	55,775
Gasoline	619,106
Diesel	158,144
Electricity	66,175
#2 Fuel Oil	14
Propane	741
Kerosene	3,297
TOTAL	**903,252**

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

FY25 Emissions Scope	metric tons/ $ revenue	metric tons/ labor hour	metric tons/ capita
Scope 1	0.000011	0.0020	4.41
Scope 2 (Location Based)	0.000001	0.0002	0.51
Scope 2 (Market Based)	0.000000	0.0000	0.00
Scope 3	0.000090	0.0154	34.61
Total (Location Based)	**0.000102**	**0.0175**	**39.52**
Total (Market Based)	**0.000101**	**0.0173**	**39.01**

GhG Emission Disclosures

GhG Emissions Speciated by Gas

	FY25 (metric tons)				
Scope 1 & 2 Speciated Emissions	**CO2**	**CH4**	**N2O**	**Other GhGs**	**CO2e**
Diesel	34,167	1	0	-	34,298
Gasoline	147,902	6	1	-	148,449
Natural Gas	10,098	0	0	-	10,108
Other Fuels	975	0	0	-	978
Scope 1 Emissions	**193,141**	**8**	**2**	**-**	**193,833**
Electricity (Location Based)	**22,277**	2	0	-	22,377
Scope 2 Emissions (Location Based)	**22,277**	**2**	**0**	**-**	**22,377**
Electricity (Market Based)	67	0	0	-	67
Scope 2 Emissions (Market Based)	**67**	**0**	**0**	**-**	**67**
Total Scope 1 & 2 Emissions (Location Based)	**215,419**	**9**	**2**	**-**	**216,210**
Total Scope 1 & 2 Emissions (Market Based)	**193,208**	**8**	**2**	**-**	**193,900**
Scope 3 Speciated Emissions	**CO2**	**CH4**	**N2O**	**Other GhGs**	**CO2e**
Category 1: Purchased Goods & Services	1,127,335	2,897	110	75,571	1,313,793
Category 2: Capital Goods	15,474	37	2	731	17,702
Category 3: Fuel-and-Energy Related Activities	-	-	-	-	55,571
Category 4: Upstream Transportation and Distribution	2,148	3	0	51	2,306
Category 6: Business Travel	14,511	55	2	185	16,782
Category 7: Employee Commuting	27,121	1	0	-	27,268
Category 11: Use of Sold Products	86,730	7	1	-	87,207
Category 12: End of Life Treatment of Sold Products	-	-	-	-	2,070
Total Scope 3 Emissions	**1,273,319**	**3,000**	**115**	**76,537**	**1,522,700**
TOTAL GhG EMISSIONS (Location Based)	**1,488,738**	**3,009**	**117**	**76,537**	**1,738,910**
TOTAL GhG EMISSIONS (Market Based)	**1,466,527**	**3,008**	**117**	**76,537**	**1,716,600**

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
UPSTREAM SCOPE 3 EMISSIONS		
1. Purchased Goods & Services	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
2. Capital Goods	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
3. Fuel And Energy Related Activities (not included in Scope 1 or Scope 2)	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.
4. Upstream Transportation & Distribution	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
5. Waste Generated in Operations	Disposal treatment of waste generated in EMCOR's operations. Includes the emissions that occur for landfilled, incinerated, and recycled waste streams.	At this time, we have determined that emissions related to this category are not material. For this reason, we are not reporting emissions for this category.
6. Business Travel	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
7. Employee Commuting	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.
8. Upstream Leased Assets	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
DOWNSTREAM SCOPE 3 EMISSIONS		
9. Downstream Transportation and Distribution	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
10. Processing of Sold Products	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
11. Use of Sold Products	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.
12. End-of-Life Treatment of Sold Products	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.
13. Downstream Leased Assets	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
14. Franchises	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
15. Investments	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	https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Scope 1 (UK)	UK DEFRA Conversion Factors, 2025	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025
Scope 2 (US)	EPA Emissions Factor Hub, 2025	https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Scope 2 (UK)	UK DEFRA Conversion Factors, 2025	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025
Scope 3 - Category 3 (US Electricity: WTT and T&D Loss)	UK DEFRA Conversion Factors, 2021	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2021
Scope 3 - Category 3 (UK Electricity: WTT and T&D Loss, US and UK Fuel: WTT)	UK DEFRA Conversion Factors, 2025	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025
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	https://catalog.data.gov/dataset/supply-chain-greenhouse-gas-emission-factors-v1-3-by-naics-6
Scope 3 - Category 7 Scope 3 - Category 11 Scope 3 - Category 12	EPA Emissions Factor Hub, 2025	https://www.epa.gov/climateleadership/ghg-emission-factors-hub

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 2025, 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 2025 were utilized.

SASB Disclosures

The following table summarizes EMCOR's disclosures for fiscal years 2025 and 2024, as prepared in accordance with the disclosure framework outlined in the Sustainability Accounting Standards Board's Engineering & Construction Services Sustainability Accounting Standard.

Sustainability Accounting Standards Board ("SASB")
Engineering & Construction Services
Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	2025 REPORTED AMOUNT	2024 REPORTED AMOUNT	UNIT OF MEASURE	2025 EMCOR COMMENTARY	CODE
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	9	2	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
Structural Integrity & Safety	Amount of defect- and safety-related rework costs	$3.1 million	$3.9 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	$5.8 million	$15.3 million	USD	Represents payments made during the period for ongoing construction defect insurance claims.	IF-EN-250a.2
Workforce Health & Safety	Total recordable incident rate (TRIR)	<1.0	<1.0	Rate	Calculated in accordance with guidance provided by the U.S. Bureau of Labor Statistics.	IF-EN-320a.1
Lifecycle Impacts of Buildings & Infrastructure	Number of commissioned projects certified to a third party multi-attribute sustainability standard	170	157	Number	As of December 31, 2025, these projects represent aggregate contract value of approximately $4.84 billion and collectively accounted for $1.27 billion, or approximately 7.5%, of our total 2025 revenues. The value of our remaining performance obligations associated with these projects, at December 31, 2025, was approximately $1.26 billion, or 9.5% of our total remaining performance obligations.	IF-EN-410a.1
	Number of active projects seeking certification to a third party multi-attribute sustainability standard	335	362	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**	**2025 Reported Amount**	**2024 Reported Amount**	**Unit Of Measure**	**2025 EMCOR Commentary**	**Code**
Climate Impacts of Business Mix	Amount of backlog for hydrocarbon related projects	$75.1 million	$91.0 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	$362.9 million	$448.4 million	USD	During 2025, we recognized revenue of $565.7 million from renewable energy projects with an aggregate contract value of approximately $1.90 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

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