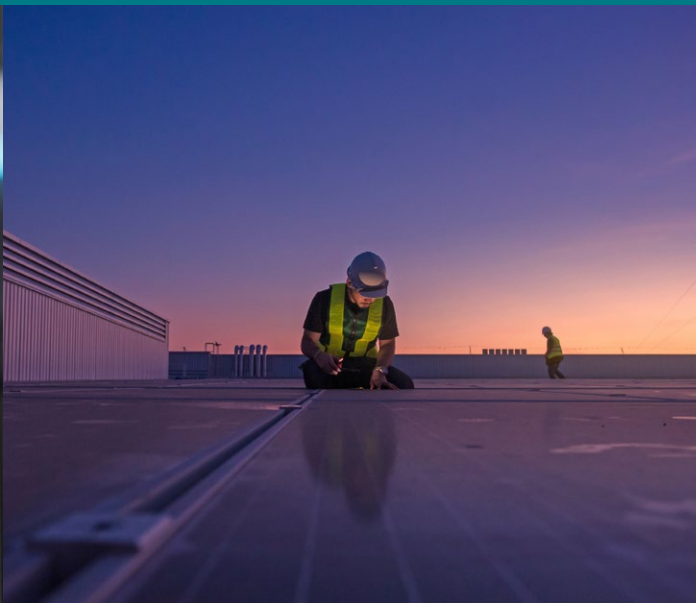


DOING OUR PART TO HELP MAKE SUSTAINABILITY POSSIBLE.



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.



TABLE OF CONTENTS



Letter from our CEO	3	Training	26
Key Metrics	4	Leadership Development	
Operating Results	6	Training Opportunities	27
Corporate Governance	7	Supporting Sustainability in our Communities	29
Lifecycle Impacts of Buildings and Infrastructure	8	Inclusivity	32
Climate Impacts of Business Mix	10	Appendices	34
Sustainable Practices in our Operations	14	GhG Emissions Disclosures	35
Structural Integrity and Safety	20	SASB Disclosures	43
Commitment to Safety throughout our Operations	21		
Workforce Health and Safety	23		
Business Ethics	24		

Forward-Looking Statements

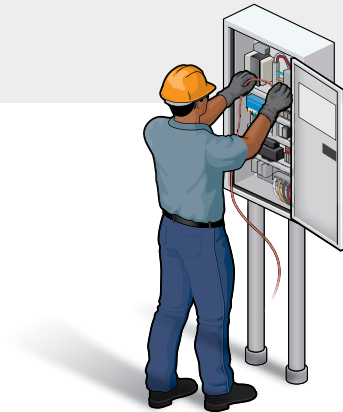
This report contains certain forward-looking statements. Such statements speak only as of the date of this report, and EMCOR assumes no obligation to update any such forward-looking statements, unless required by law. These forward-looking statements may include statements regarding anticipated future operating and financial performance; our ability to assist our customers' transition to a cleaner environment and more sustainable solutions; that our operations will continue to support America's energy transition, including the renewable energy and renewable fuel markets; our energy and emission goals, including our 2035 goals, and workplace safety goals and our ability to achieve such goals; our initiatives to support science-based targets in alignment with the Science Based Targets initiative (SBTi) and our commitment to setting such targets; our funding of projects utilizing our Sustainable Facilities Fund; and our remaining performance obligations. 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; domestic and international political developments; changes in the specific markets for EMCOR's services; adverse business conditions, 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 these forward-looking 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 and the lack of a single approach to identifying, measuring and reporting on such matters. Calculations, statistics and certain facts included in forward looking statements may be based on third-party information, current estimates, assumptions and projections and therefore, subject to change. These forward-looking statements and statements regarding our environmental, social and governance measures have not been assured or verified by independent third parties. The 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 2023 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.

In 2023, EMCOR continued to provide exceptional value for our customers and our shareholders. Our **Mission First, People Always** approach to everything we do guides us as we strive to keep our employees safe while delivering high-quality sustainable results for our customers and shareholders.

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 climate goals. Our efficiency improvement retrofits, HVAC upgrades, building automation systems, and renewable energy installations help lower our customers' greenhouse gas emissions while also reducing costs. Our work throughout the EV value chain as well as in the areas of biofuels and solar fields are contributing to the nation's energy expansion.



We continue to make progress in our efforts to measure and manage our own greenhouse gas emissions.

To that end we have:

- Made improvements in 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 working towards transitioning our fleet to more efficient and sustainable alternatives recognizing that the pace of our investment in electric and hybrid vehicles depends upon the continued development of transportation technologies that can meet the needs of our business; and
- Offset a portion of our CO2 emissions through investments in green energy generation and emission avoidance projects, and we are proud to benefit from solar energy at some of our locations.

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. **We will always prioritize the health and safety of our employees, because focusing on our People while achieving our Mission is what it means to be EMCOR.**

A handwritten signature in black ink that reads "Tony Guzzi".

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.

GOVERNANCE QUALITY SCORE
HIGHEST RANKED BY ISS ESG

1

BRONZE | Top 35%

ecovadis
Sustainability Rating
MAR 2024

MSCI
ESG RATINGS

AA

CCC B BB BBB A **AA** AAA

USGBC
MEMBER

GOLD
Since 2005

2023 Safety

1.2* TRIR

*EMCOR's TRIR is about 50% lower than the average of our peer NAICS code 2382 companies.

CNA
Safety Award for Safety Innovation

FORTUNE
Fortune 500 Company



mission *first*

INTEGRITY

In everything we do

DISCIPLINE

Execution with precision, efficiency, competence and professionalism

TRANSPARENCY

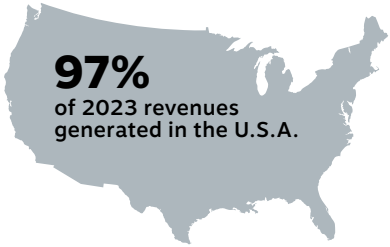
Sharing information to facilitate communication

INTEGRITY
DISCIPLINE
TRANSPARENCY

Teamwork in Action: Technicians from Hill York, an EMCOR company operating in Florida, work together to complete this precise installation of a high-efficiency rooftop unit.

Operating Results Summary

In 2023, we had revenues of approximately \$12.6 billion, of which approximately 63% were generated from our construction operations, approximately 28% were generated from our building services operations, and approximately 9% 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 2023 revenues, approximately 97% were generated in the United States and approximately 3% were generated outside the United States, substantially all in the United Kingdom.



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 (8 of 9 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 policy

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 Named 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

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



Lifecycle Impacts of Buildings & Infrastructure

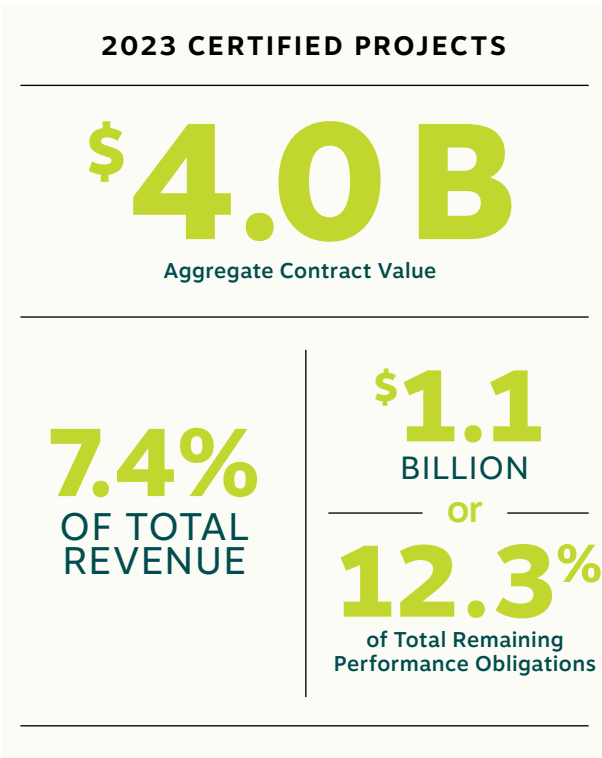
EMCOR’s accredited experts provide environmentally sound approaches to construction, site planning, materials, building upgrades, and energy management. EMCOR actively participates in a variety of projects which are certified to, or seek certification to, a third-party multi-attribute sustainability 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 2023, we completed 173 projects which were certified to such standards and were engaged in 352 other projects which were active (but not yet completed) and were seeking such certification. These projects represent an aggregate contract value of \$4.0 billion and collectively accounted for approximately \$925 million, or 7.4%, of our total 2023 revenues. At December 31, 2023,

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 \$1.1 billion, or 12.3% 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.



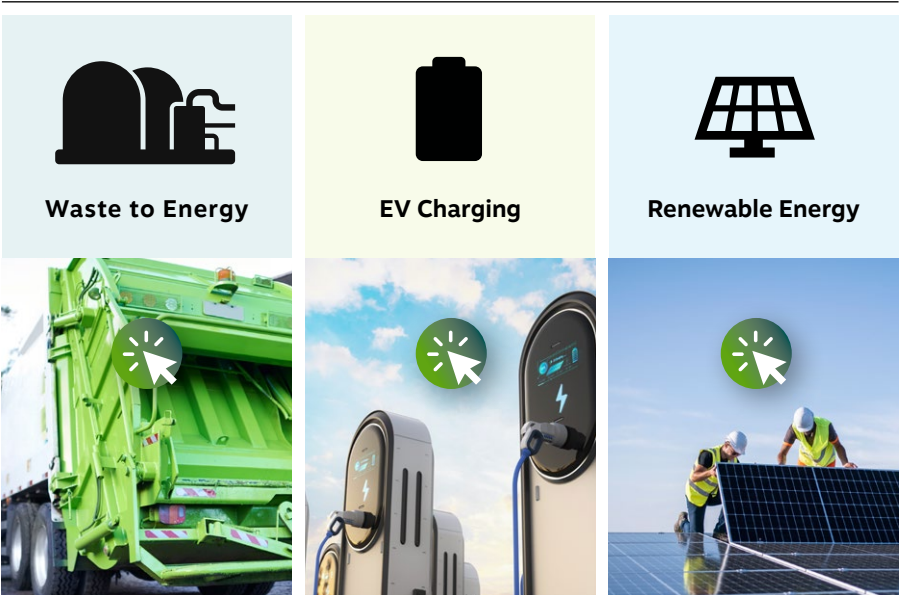
Climate Impacts of Business Mix

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.

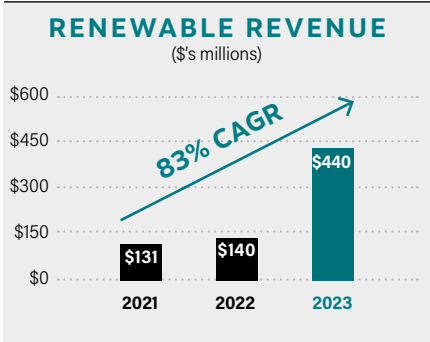
During 2023, we recognized revenues of approximately \$440 million from renewable energy projects with an aggregate contract value of approximately \$1.3 billion. As of December 31, 2023, the value of our remaining performance obligations associated with these contracts was approximately \$649 million.

RENEWABLE ENERGY PROJECTS



\$440
MILLION
Revenue from Renewable Energy Projects

\$1.3
BILLION
Aggregate Contract Value



Climate Impacts of Business Mix

CASE STUDY



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

**Over 8,000 heat exchangers
cleaned in 2022-2023.**

Hydrocarbon Related Projects

Demand for certain of our services, primarily those of our industrial services business, which generated approximately 9% of our 2023 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, 2023, the value of our remaining performance obligations associated with hydrocarbon-related projects was approximately \$148 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, we are also working to expand our expertise in industrial services to construct and maintain carbon capture technologies and renewable energy resources.

Climate Impacts of Business Mix

United Way Net Zero Project



EMCOR Services New York/New Jersey, Inc. and **Heritage Mechanical Services, Inc.** combined their expertise in efficient HVAC design, fabrication, and installation to contribute to the transformation of United Way of Long Island's headquarters into a Net Zero building. The new Entenmann Family Center for Hope will consume only as much energy as it creates, eliminating the need for external Electricity and Natural Gas service. This is designed to greatly reduce the operating costs

of the building, allowing funds that would go to utilities to instead be reinvested in the community.

Using 3-D scanning and advanced modeling tools allowed for EMCOR engineers and technicians to design a system that fit into the existing space. This reduced the time and cost of retrofitting the HVAC system by utilizing prefabrication, a safer, cheaper, and less wasteful design/build/install process than traditional on-site fabrication.

EMCOR's participation in this project not only contributes to the Net Zero nature of the building, but also seeks to ensure that those who occupy the space have a reliable, safe, and comfortable climate throughout the life of the system.

CASE STUDY



3D scanning, advanced modeling, and prefabrication allow for a safer, less wasteful, and faster process over traditional on-site methods. EMCOR prefabricates HVAC, plumbing, and fire protection systems in its state-of-the-art shops across the country.

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 acute 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 2023 revenues, a 10% increase in the revenues generated by our electrical and mechanical construction operations as well as our building services operations we believe would have favorably impacted our consolidated revenues by approximately \$1.1 billion.

Conversely, as referenced on page 11, 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 2023 revenues, a 10% decrease in demand for the service offerings of these businesses we believe would have resulted in a decrease in our consolidated revenues of approximately \$117 million. However, as demonstrated by the solar project on page 10, these operations will also continue to support America's energy transition, 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 nearly 14,000 service vehicles by shifting to a more fuel efficient vehicle mix and using GPS to find the most direct routes 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 begun to transition portions of our fleet to Hybrid and Electric vehicles. As these vehicles' performance specifications

continue to improve, we will add them to our fleet where they meet our performance requirements.

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 add on-site solar generation at some of our facilities.

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**



The implementation of **new data collection methodologies** ensures 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 197,907 metric tons of combined Scope 1 and Scope 2 greenhouse gas (“GhG”) emissions in 2023. 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 168,504 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 29,402 metric tons, came from electricity and natural gas consumed by our operations at their offices and facilities.

In addition to Scope 1 and Scope 2 GhG emissions, EMCOR produced an estimated 1,610,179 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 35 for further disclosure regarding our GhG emissions.

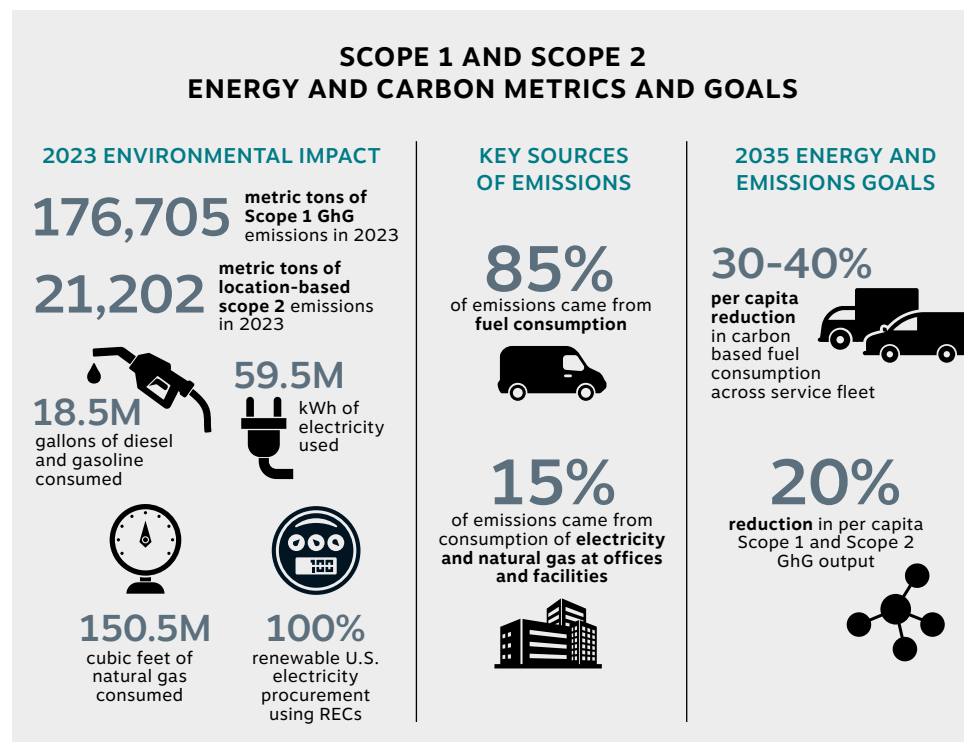


Gaston Electrical Goes Green: The Norwood, MA, headquarters of Gaston Electrical is powered by a cutting-edge 175.8-kilowatt rooftop solar system. With more than 676 panels covering 22,000 square feet, the solar array is helping this EMCOR company slash energy costs and promote sustainability. In only its first six months of operation, the system generated 92,000 kilowatt-hours of renewable energy, helping offset approximately 30 tons of CO2 emissions.

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 2021 baseline, following a determination that 2020 would not be a representative baseline due to improvements in our emissions calculation methodologies and the adverse impact of the COVID-19 pandemic in that year). 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, although these initiatives have been impacted by the global shortage in supply of vehicles generally.

To reduce our Scope 2 emissions, EMCOR Group, Inc. purchased and retired 59,047 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.



Sustainable Practices in our Operations

As part of EMCOR Group’s commitment to carbon reduction, we have purchased 2,174 Verified Carbon Units from ClimeCo. These offsets, retired on EMCOR Group’s behalf, were issued by the American Carbon Registry after a rigorous process to ensure the offsets contribute to real and additional emission reductions. The offsets purchased by EMCOR Group are generated from a project that replaces high Global Warming Potential (GWP) refrigerants in commercial units with lower GWP alternatives. Some refrigerants can have GWPs much higher than Carbon Dioxide, and therefore are a significant contributor to climate change.

After engagement with our stockholders, we have 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. However, our ability to establish such targets is contingent upon many factors, including, without limitation, our ability to obtain electric or hybrid vehicles that meet our business needs and procuring more sustainable energy solutions at our nearly 400 locations throughout the U.S. and the U.K.



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 2023, the number of instances of non-compliance with environmental regulations involving waste, emissions, and oil or hazardous substance spills was limited to 13, of which only 4 required reporting to a regulatory agency, and the cumulative costs associated with all such instances was immaterial.

~100

EMCOR SUBSIDIARY COMPANIES

~400

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

Scale of EMCOR’s Carbon Tracking Program

Nearly 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 an independent auditor
- 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 will provide proposals through their division heads. EMCOR Group, Inc. will then review each submission, and the 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.

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.

Leading the Way:
Two EMCOR Industrial Companies, Ardent Services and Rabalais Constructors, helped build this solar field in Texas—only one of the many sustainable projects led by our companies.



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 2023, we incurred warranty expenses, a proxy for the amount of our defect- and safety-related rework costs, of approximately \$2.4 million. During the same period, the amount of monetary losses, excluding legal fees, associated with defect-related incidents was just under \$6 million, which represents payments made during the period for ongoing construction defect insurance claims. At less than 0.1% of our consolidated 2023 revenues, we believe these costs reflect the excellence of our skilled workforce and our commitment to structural integrity and quality control.

WARRANTY AND DEFECT
EXPENSES LESS THAN

0.1%

of Consolidated 2023 Revenue



Unmatched Talent: An EMCOR technician executes sophisticated piping work. Our highly skilled workforce is the key to our outstanding safety and quality metrics.

Commitment To Safety Throughout Our Operations

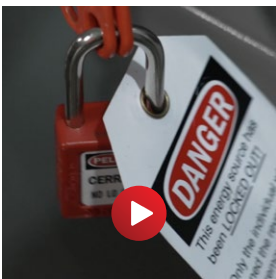
Striving for zero injuries is a core value of EMCOR and its approximately 100 operating companies. EMCOR's relentless focus on safety has yielded steady improvement since 2003, and clear results, of which we are always proud but never satisfied.



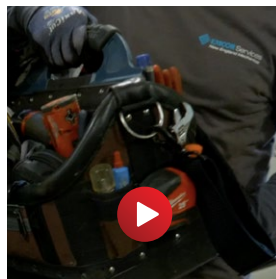
Our improvement is the result of:

- Developing a common culture of process and vigilance
- Analyzing leading and lagging indicators
- Focusing on good work practice
- Changing the way we work and sharing innovations
- Providing access to resources
- Facilitating good reporting
- Verifying performance

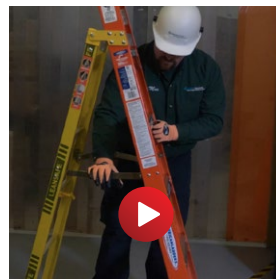
GOOD WORK PRACTICES



LOCK OUT TAG OUT



MATERIAL HANDLING



LADDER SAFETY

EMCOR SAFETY EXCELLENCE AWARDS

EXCELLENCE IN SAFETY INNOVATION AWARD

EMCOR Hyre Electric Company of Indiana has been recognized with the 2022 Excellence in Safety Innovation Award for developing their own mobile safety application that allows employees to access safety resources, submit incidents, receive alerts, and more.

Be VIGILANT

Get RECOGNIZED

The Hyre Safety App was developed in 2022 by the company's Chief Financial Officer and Safety Manager, with input from key field leaders. External applications were explored, but the company felt it could build a more useful and cost-effective solution in-house, using internal resources and Microsoft 365 tools.

The application is custom designed for Hyre's needs and offers several functions, including real-time alerts of safety incidents, automated safety checklists, access to safety resources and documents, automated incident reporting, digital pre-task planning, electronic toolbox talks, real-time training record retrieval, and more.

At the beginning of each week, employees receive a push notification through the app featuring a new toolbox talk that supplements their required weekly safety meeting.

Fillable versions of all of the company's pre-task planning are accessible on the platform. When completed, copies of these forms are sent to the employee's email and the Hyre safety account.

Similarly, incident reports can also be filed through the program, which will automatically notify Hyre's leadership so that they can take corrective action.

The app's document library hosts the company's health and safety manual, safety data sheets, good work practices, and additional site- and client-specific information for reference in the field.

Since the app's implementation, Hyre's safety personnel have seen a significant reduction in their administrative burden, freeing up more of resource has also provided the company more detailed metrics on the implementation of their safety policies.

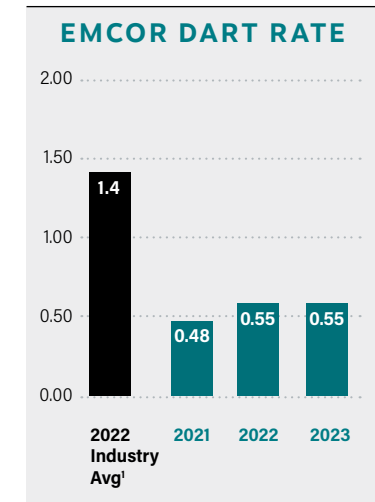
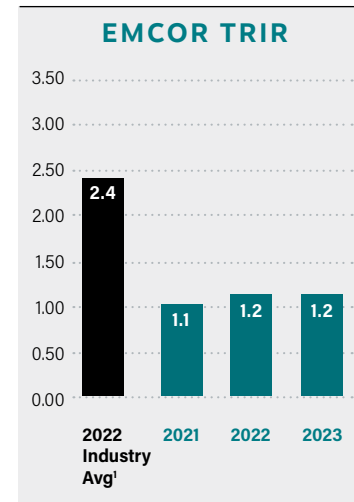
Altogether, the Hyre Safety App has proven to be an incredible benefit to frontline leaders working to promote workplace safety, and an outstanding innovation in the company's safety program.

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.

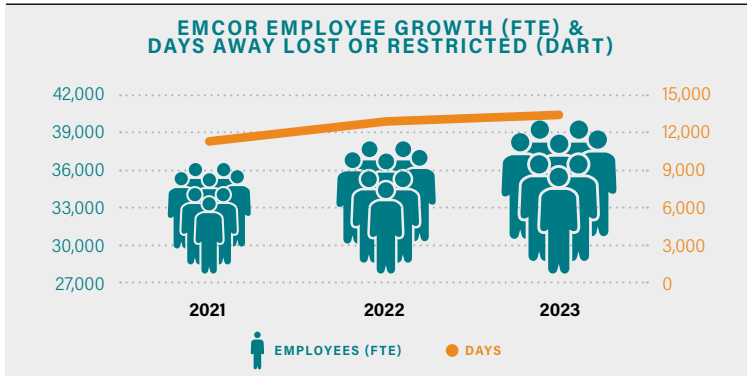
SCALE OF SAFETY PERFORMANCE IN 2023:

- **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.
- **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 2023 EMCOR employees completed more than 165,000 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. 40 Safety professionals received ASP/CSP, CHST, or STS/STS-C credentials in 2023. As a BCSP Diamond level organization, EMCOR has nearly 200 BCSP certified safety leaders in the field and holds more Safety Certifications than all but a handful of other organizations.

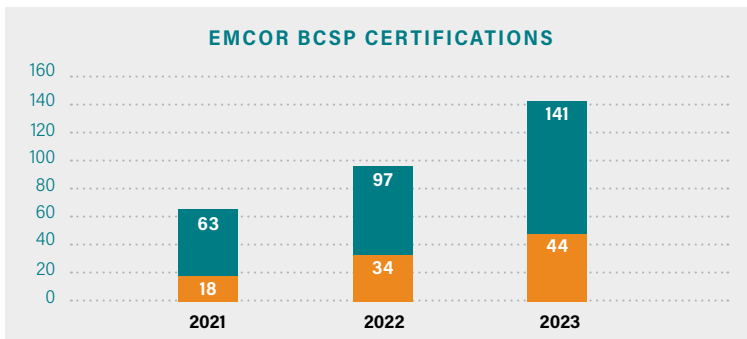


¹ Industry average calculated for a company roughly the same size as EMCOR in 2022. Industry average is based on the published 2022 BLS NAICS Code 2382: Specialty Trade Contractor, Building Equipment Contractors.

Workforce Health & Safety



	2023	2022	2021	2022 Industry average ²
Hours Worked	80,730,015	77,718,336	76,325,609	81,000,000
Recordable Injuries	463	468	406	972
DART Cases	222	214	183	567
Days Away or Restricted	13,369	12,839	11,651	N/A
TRIR	1.2	1.2	1.1	2.4
DART Rate	0.55	0.55	0.49	1.4
Employees (FTE)¹	38,290	35,396	34,192	39,000



¹EMCOR data represents number of FTE on December 31 of the respective year

²This is the industry average calculated for a company roughly the same size as EMCOR in 2022. Industry average is based on the published 2022 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 80 million hours, the highest in our history, the Company's Total Recordable Incident Rate in 2023 was just under 1.2. It was approximately 50% lower than the most recently available industry average of 2.4.

This represents our fifteenth consecutive year with a Total Recordable Incident Rate which was less than half the industry average.

Through our 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 (UV-C) technology and patented ionization products to kill and remove pathogens.

Business Ethics

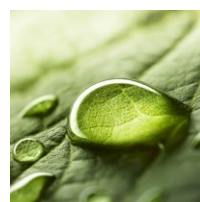
All EMCOR employees are bound by the EMCOR Code of Business Conduct and Ethics, which reflects our commitment to conduct business with the highest ethical standards and defines the standards of conduct that are the foundation of our business operations. In addition, to ensure that our commitment to our 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 2023, 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, 2023, we had remaining performance obligations of approximately \$8.85 billion, of which approximately 98% related to projects and services being performed by our United States subsidiaries and approximately 2% related to projects and services being performed by our United Kingdom building services subsidiary. 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



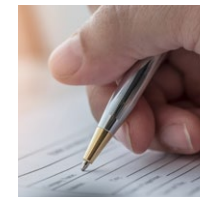
Environmental Overview Handbook
View our handbook



Human Rights Policy
View our policy



Code of Business Conduct & Ethics
View our code



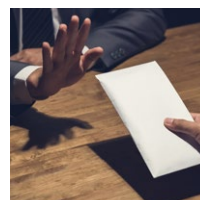
Vendor Code of Conduct
View our code



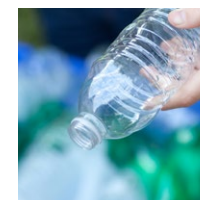
Conflict Minerals Report
View our report



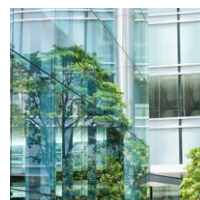
Economic Sanctions & Export Control Policy
View our policy in [English](#) or [Spanish](#)



Anti-Corruption Compliance Policy
View our policy in [English](#) or [Spanish](#)



Recycling Policy
View our policy



EMCOR Environmental Policy
View our policy



EMCOR EHS Policy
View our policy



MUTUAL RESPECT AND TRUST

COMMITMENT TO SAFETY

TEAMWORK

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

Professional Execution: A certified welder puts his expertise to work. EMCOR invests in continuous training and education for our professionals.

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.

Our senior leaders and human resources professionals also take in-depth implicit association training.

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.



Subject	Number of Compliance Courses Provided to EMCOR EEs (2023)
Inclusivity in the Workplace	10,089
Code of Business Conduct & Ethics	9,843
Harassment Prevention	25,168
Data Privacy	3,516
Security Awareness	17,124

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 5,000 individual courses, and serves more than 3,000 individual learners each month.



EMCOR
UNIVERSITY

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. Located at the Thayer Leadership Development Group at West Point, nearly 500 EMCOR leaders have participated in 16 programs since its inception in 2012.

The EMCOR Leadership for Results

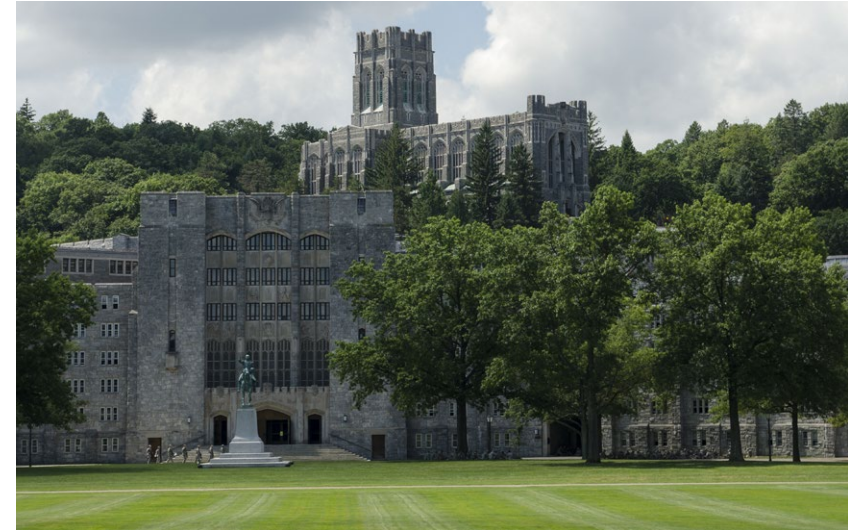
program is a week-long course in which senior leaders “learn the language of business at EMCOR,” through an entrepreneurial, case-study based approach in which leaders must use advanced financial acumen to solve problems and drive growth at EMCOR. Nearly 500 EMCOR leaders have participated in 17 programs 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 leaders from across all of EMCOR.

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.



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. EMCOR has sponsored the Womankind Human Trafficking Conference since 2021.



Supporting Sustainability in Our Communities

Communities for a Cause

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.



communit!es
for a cause!



Supporting Sustainability in Our Communities



EMCOR Industrial Services was proud to be a sponsor for the 2024 Valero Texas Open, as well as an Exclusive Sponsor of the Valero Benefit for Children. This year an incredible \$24 million was raised, benefiting a number of vital charitable organizations in the communities where we live and work.

\$24
MILLION
raised for charity

Inclusivity

Our EMCOR value of People Always includes helping all our employees realize their full potential. This starts by always striving to provide a diverse and inclusive workplace and to provide all employees with an equal opportunity to succeed in a safe and respectful environment.

We believe that a diverse workforce is important to the long-term success of our business. And, by diversity we mean diversity at all levels, from diversity of experience, background, expertise, and perspective. We actively seek to increase the diversity of our workforce and to practice our commitment to diversity and inclusion in hiring, development and training. This extends to our

senior leadership and Board of Directors, where we require that non-management director and recruited corporate officer slates include diverse candidates.

We have also designed and implemented policies and practices to promote a workplace free from discrimination, including our Equal Opportunity Policy, the implementation, effectiveness and reporting requirements of which are overseen by our designated EEO, and our Global Human Rights Policy.

All EMCOR employees are required to complete inclusivity in the work place training, and our senior leaders, including our executive officers, undergo implicit association training. To

develop and reinforce our values company-wide and empower our leaders to perform at the highest levels, all senior leaders are invited to our Leadership for Results course and our Leading with Character program at the Thayer Leadership Development Group at West Point. We also work to unlock the full potential of all employees at every level through the EMCOR Manager Certificate Program to promote supervisor management skills, tuition reimbursement for continuing education through our Degree Assistance Program, and the powerful resources of our online learning platform, EMCOR University Online, providing thousands of on-demand training courses on a wide range of topics.

Based on the most recent information available from our latest filing with the U.S. Equal Employment Opportunity Commission (the “EEOC”), **our U.S. employees had the following gender demographics:**

MALE 89%

FEMALE 11%

Additionally, based on the most recent information available from our latest filing with the EEOC, **our U.S. employees had the following race and ethnicity demographics:**

BLACK/AFRICAN AMERICAN 8%

ASIAN 2%

HISPANIC/LATINO 18%

WHITE 69%

MULTIRACIAL, NATIVE AMERICAN, NATIVE HAWAIIAN AND PACIFIC ISLANDER 3%

Board and Executive Team Demographics

The following table sets forth the gender, ethnicity and other diverse characteristics for our directors and certain of our executive officers.

DEMOGRAPHICS TABLE					
Name	Title	Board Committees	Gender	Ethnicity	Other Diverse Characteristics
John W. Altmeyer	Director	Compensation Chair	Male	White	
Anthony J. Guzzi	Chairman, President and CEO		Male	White	Veteran
Ronald L. Johnson	Director	Governance	Male	Black and African American	Veteran
Carol P. Lowe	Director	Audit Chairperson	Female	White	
M. Kevin McEvoy	Lead Director	Audit, Compensation and Governance	Male	White	Veteran
William P. Reid	Director	Audit	Male	White	
Steven B. Schwarzwaelder	Director	Compensation	Male	White	
Robin Walker-Lee	Director	Governance Chairperson	Female	White	
Rebecca A. Weyenberg	Director	Audit	Female	White	
Maxine L. Mauricio	EVP, General Counsel, Chief Administrative Officer and Corporate Secretary	N/A	Female	Native Hawaiian and Asian American	
Jason R. Nalbandian	Senior Vice President, Chief Financial Officer, and Chief Accounting Officer	N/A	Male	White	



Appendices

These appendices to the Sustainability Report contains EMCOR's Greenhouse Gas emissions inventory across scopes 1, 2, and 3 for calendar year 2023. 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

Unmatched Capabilities: Here, the fire protection division of Shambaugh & Son, an EMCOR company, executes a complex project for a distribution center.

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, 2023, 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 (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 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 2023 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 below summarize EMCOR's GhG emissions for fiscal year 2023 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 CO ₂ e	FY23
Scope 1	176,705
Scope 2 (Location Based)	21,202
Scope 2 (Market Based)	86
Total Scope 1 & 2 Emissions (Location Based)	197,907
Total Scope 1 & 2 Emissions (Market Based)	176,791
Scope 3	1,610,179
TOTAL GHG EMISSIONS (LOCATION BASED)	1,808,086
TOTAL GHG EMISSIONS (MARKET BASED)	1,786,969

Energy Consumption

Fuel Type	MWh
Natural Gas	45,248
Gasoline	560,320
Diesel	131,018
Electricity	59,461
#2 Fuel Oil	26
Propane	143
Kerosene	2,906
TOTAL	799,122

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

FY23 Emissions Scope	metric tons/ \$ revenue	metric tons/ labor hour	metric tons/ capita
Scope 1	0.000014	0.0022	4.61
Scope 2 (Location Based)	0.000002	0.0003	0.55
Scope 2 (Market Based)	0.000000	0.0000	0.00
Scope 3	0.000128	0.0201	42.04
TOTAL (LOCATION BASED)	0.000144	0.0226	47.21
TOTAL (MARKET BASED)	0.000142	0.0223	46.66

GhG Emission Disclosures

GhG Emissions Speciated by Gas

FY23 (metric tons)					
Scope 1 & 2 Speciated Emissions	C02	CH4	N2O	Other GhGs	C02e
Diesel	32,853	1	0	-	32,986
Gasoline	134,265	6	1	-	134,762
Natural Gas	8,192	0	0	-	8,200
Other Fuels	753	0	0	-	756
Scope 1 Emissions	176,064	7	2	-	176,705
Electricity (Location Based)	21,099	2	0	-	21,202
Scope 2 Emissions (Location Based)	21,099	2	0	-	21,202
Electricity (Market Based)	85	0	0	-	86
Scope 2 Emissions (Market Based)	85	0	0	-	86
Total Scope 1 & 2 Emissions (Location Based)	197,163	9	2	-	197,907
Total Scope 1 & 2 Emissions (Market Based)	176,149	7	2	-	176,791
Scope 3 Speciated Emissions	C02	CH4	N2O	Other GhGs	C02e
Category 1: Purchased Goods & Services	1,078,905	3,736	98	69,074	1,278,959
Category 2: Capital Goods	10,515	34	1	548	12,289
Category 3: Fuel-and-Energy Related Activities	-	-	-	-	49,375
Category 4: Upstream Transportation and Distribution	3,321	5	0	50	3,552
Category 6: Business Travel	12,284	58	2	154	14,478
Category 7: Employee Commuting	14,225	0	0	-	14,314
Category 11: Use of Sold Products	231,137	21	3	-	232,503
Category 12: End of Life Treatment of Sold Products	-	-	-	-	4,710
Total Scope 3 Emissions	1,350,386	3,854	104	69,827	1,610,179
TOTAL GhG EMISSIONS (Location Based)	1,547,549	3,863	106	69,827	1,808,086
TOTAL GhG EMISSIONS (Market Based)	1,526,535	3,861	105	69,827	1,786,969

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.	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.
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, 2024	https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Scope 1 (UK)	UK DEFRA Conversion Factors, 2023	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
Scope 2 (US)	EPA Emissions Factor Hub, 2024	https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Scope 2 (UK)	UK DEFRA Conversion Factors, 2023	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
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, 2023	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
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 v1.2	https://catalog.data.gov/dataset/supply-chain-greenhouse-gas-emission-factors-v1-2-by-naics-6
Scope 3 - Category 7 Scope 3 - Category 11 Scope 3 - Category 12	EPA Emissions Factor Hub, 2024	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 2023, 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 2023 were utilized.

SASB Disclosures

The following table summarizes EMCOR's disclosures for fiscal years 2023 and 2022, 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	2023 REPORTED AMOUNT	2022 REPORTED AMOUNT	UNIT OF MEASURE	2023 EMCOR COMMENTARY	CODE
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	13	9	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	\$2.4 million	\$2.3 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	\$6.0 million	\$3.0 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)	1.2	1.2	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	173	132	Number	As of December 31, 2023, these projects represent aggregate contract value of \$4.0 billion and collectively accounted for nearly \$925 million, or approximately 7.4%, of our total 2023 revenues. The value of our remaining performance obligations associated with these projects, at December 31, 2023, was approximately \$1.1 billion, or 12.3% of our total remaining performance obligations.	IF-EN-410a.1
	Number of active projects seeking certification to a third party multi-attribute sustainability standard	352	364	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	2023 Reported Amount	2022 Reported Amount	Unit Of Measure	2023 EMCOR Commentary	Code
Climate Impacts of Business Mix	Amount of backlog for hydrocarbon related projects	\$148.4 million	\$122.4 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	\$649.1 million	\$195.4 million	USD	During 2023, we recognized revenue of nearly \$440 million from renewable energy projects with an aggregate contract value of approximately \$1.3 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