

BUILDING A SUSTAINABLE FUTURE FOR OUR PEOPLE, CLIENTS, AND COMMUNITIES



2022 Sustainability Report

For questions about MYR Group’s sustainability efforts, email us at sustainability@MYRGroup.com

NOTE: This report contains information from January 1, 2022 through December 31, 2022, unless otherwise noted.

FORWARD-LOOKING STATEMENTS

Statements in this Sustainability Report contain various forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 (the “Securities Act”) and Section 21E of the Securities Exchange Act of 1934 (the “Exchange Act”), which represent our management’s beliefs and assumptions concerning future events. When used in this document and in documents incorporated by reference, forward-looking statements include, without limitation, statements regarding financial forecasts or projections, and our expectations, beliefs, intentions or future strategies that are signified by the words “anticipate,” “believe,” “estimate,” “expect,” “intend,” “likely,” “may,” “objective,” “outlook,” “plan,” “project,” “possible,” “potential,” “should,” “unlikely,” or other words that convey the uncertainty of future events or outcomes. The forward-looking statements in this Sustainability Report speak only as of the date of this Sustainability Report. We disclaim any obligation to update these statements (unless required by securities laws) and we caution you not to rely on them unduly. We have based these forward-looking statements on our current expectations and assumptions about future events. While our management considers these expectations and assumptions to be reasonable, they are inherently subject to significant business, economic, competitive, regulatory and other risks, contingencies and uncertainties, most of which are difficult to predict, and many of which are beyond our control. These and other important factors, including those discussed in our Annual Report on Form 10-K, and in any risk factors or cautionary statements contained in our filings with the Securities and Exchange Commission (“SEC”), may cause our actual results, performance or achievements to differ materially from any future results, performance or achievements expressed or implied by these forward-looking statements.

Throughout this report, references to “MYR Group,” the “Company,” “we,” “us,” and “our” refer to MYR Group Inc. and its consolidated subsidiaries, except as otherwise indicated or as the context otherwise requires.

The sustainability- and ESG-related information presented, discussed, referenced, or otherwise included in this document or made available on or through our website does not cover all information about our business. The inclusion of information or references, including the use of “materiality” or similar terms, should not be construed as a characterization regarding the materiality of such information to our financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws.

The sustainability- and ESG-related goals, targets and commitments presented, discussed, referenced, or otherwise included in this document or made available on or through our website are aspirational and not guarantees or promises that such goals, targets, or commitments will be achieved. In addition, historical, current, and forward-looking information included in this document or made available on or through our website may be based on standards and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change. Accordingly, such historical, current, and forward-looking information or underlying assumptions may be subject to modifications in future disclosures due to such developing standards, practices and controls and processes. Readers and viewers are cautioned not to place undue reliance on such information.

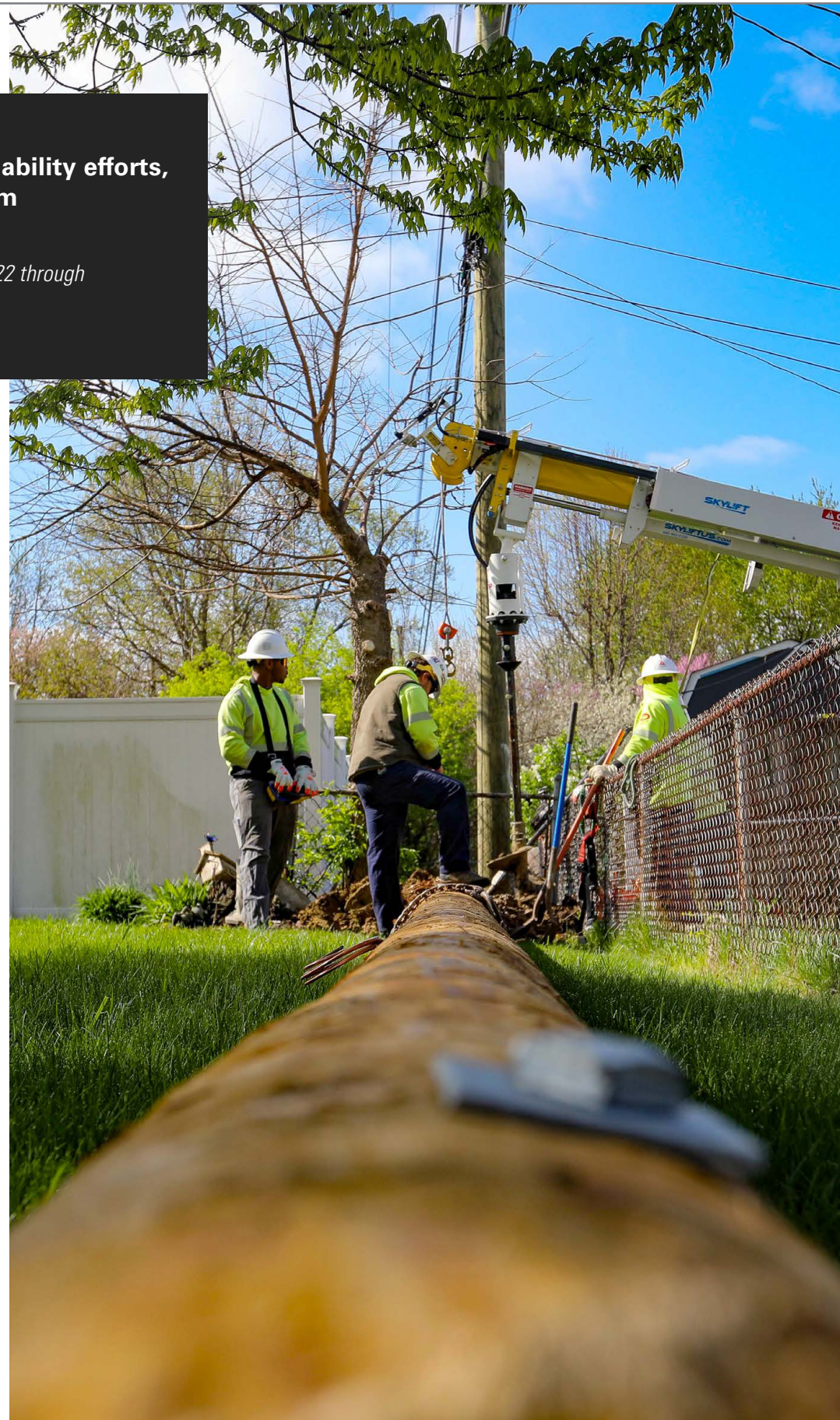


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A LETTER FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

At MYR Group, we remain committed to investing in our employees, operating sustainably, and continuing to serve and support our clients in the clean energy transformation. As an industry-leading provider of electrical construction services for more than a century, we believe it is our duty to lead by example and strive to deliver value to our clients, shareholders, and communities.

Through both our Transmission & Distribution (T&D) and Commercial & Industrial (C&I) business segments in the United States and Canada we are focused on the environmental and social practices we can influence and control. We seek to enable long-term business resilience while prioritizing the health and well-being of our people, acting as strong environmental stewards, and adhering to high standards of corporate governance. Our environmental, social, and corporate governance (ESG) practices are not merely an obligation for us at MYR Group, they are part of our identity as a responsible organization.

We place great importance on **environmental stewardship** by focusing on serving as a strong partner as we build clean energy infrastructure projects while minimizing the overall environmental impact of our work. In 2022, we continued to broaden our capabilities and resources to address the industry's expanding needs during the clean energy transformation. This past year, we substantially broadened our clean energy project portfolio delivering solutions that will reduce the overall impacts to the environment.

We also remain committed to monitoring our greenhouse gas emissions and strive to reduce them. In our previous sustainability report we disclosed our Scope One emissions and committed to reducing them by 15% on an intensity basis by 2032. This year, we expanded our focus into more environmental areas by providing our Scope Two emissions and metrics on other air emissions, water use, and electrical power usage.

This report highlights these metrics, and others, while providing insight into our planned approach to reducing our overall impact on the environment. In the appendix of this report, you will find additional disclosures relevant to our efforts aligning with the frameworks set forth by the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD).


Investments in our people and giving back to our communities are critical and we are committed to the goal of enhancing diversity, equity, and inclusion within MYR Group while giving back to our valued communities as a **socially responsible** company. Diverse recruitment efforts and expansion of partnerships aid our ability to attract talent and further diversify our teams, who in turn push forward our long-term growth and help us achieve our goals. This year, we instituted an employee resource group, which we will continue to build upon as we promote the voices of our diverse workforce and expand our business relationships.

These commitments and core tenants of our business help create long-term shareholder value and are aided by our **corporate governance** standards. We believe a strong ESG approach is reflected in board diversification, and the composition of our board provides diversity in ethnicity and gender as well as knowledge, experience, and perspective. Diversity empowers our board and is integral to both its support of our business efforts and oversight of our ESG initiatives and related policies.

As we look to 2023 and beyond, we maintain our focus on growing our company in a sustainable and responsible fashion, **keeping safety at our core**.

Thank you to all our employees, clients, shareholders, and communities for your effort and commitment over the past year. Only together can we achieve the highest levels of success. I look forward to continuing our important work.

Sincerely,


Rick Swartz
 President and
 Chief Executive Officer



“As we look to 2023 and beyond, we maintain our focus on growing our company in a sustainable and responsible fashion, keeping safety at our core.”

1891

130+ YEARS OF BUILDING & MAINTAINING CRITICAL ELECTRICAL INFRASTRUCTURE

8,500+

EMPLOYEES THROUGHOUT U.S. & CANADA

65

OFFICE LOCATIONS THROUGHOUT U.S. & CANADA

\$3.01B

2022 ANNUAL REVENUE

TOP 5 ENR

U.S. SPECIALTY ELECTRICAL CONTRACTORS FOR 25+ YEARS IN A ROW WITH ENGINEERING NEWS-RECORD (ENR)

TOP-TIER GOVERNANCE

RECEIVED A QUALITY SCORE OF 1 (HIGHEST RATING) BY INSTITUTIONAL SHAREHOLDER SERVICES (ISS) FOR OUR GOVERNANCE PRACTICES

**As of January 2022*

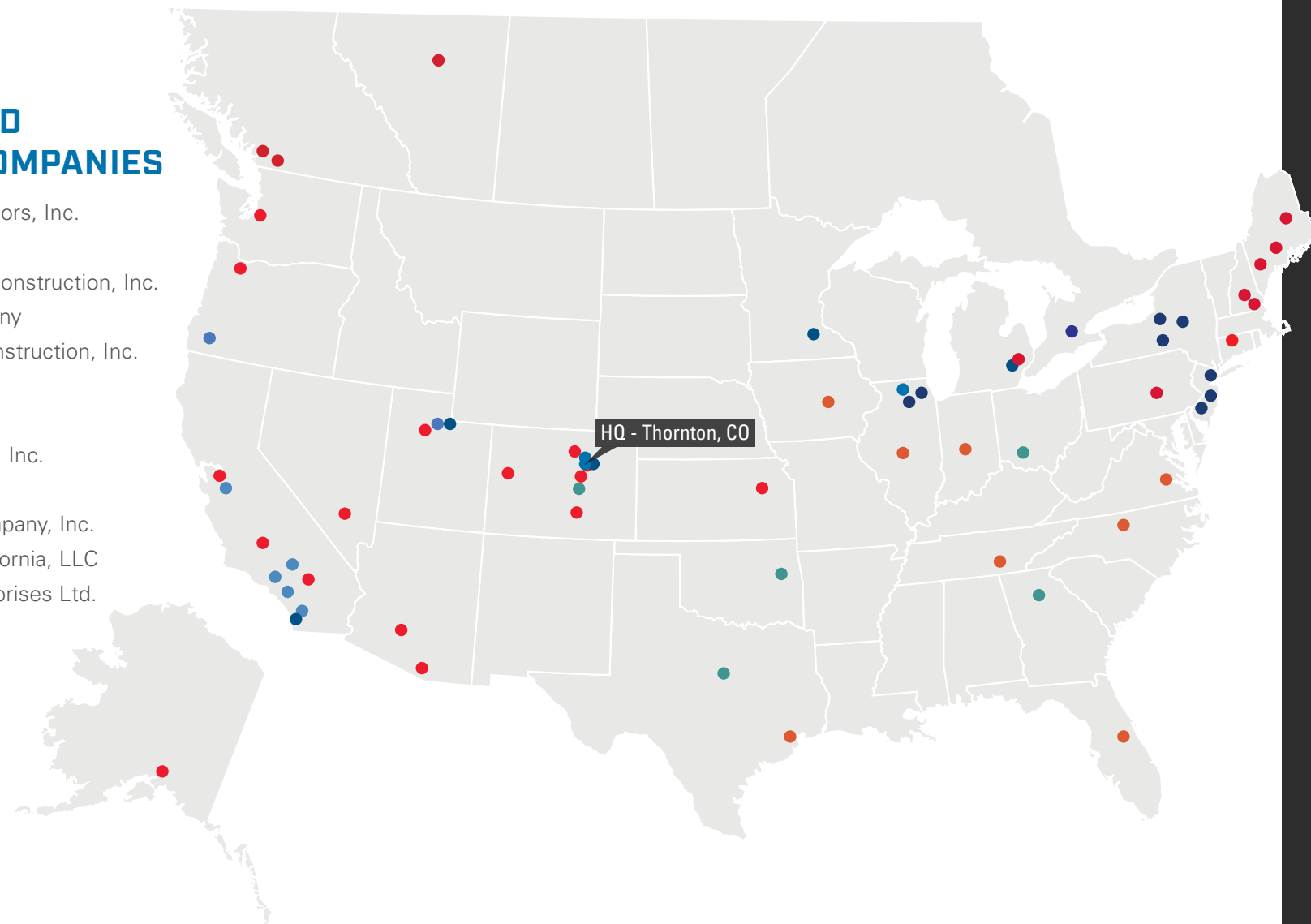
ABOUT MYR GROUP

For more than 130 years, our core values of safety, integrity, creativity, responsiveness, teamwork, respect, and initiative have provided the foundation for how we conduct ourselves in the communities in which we live and serve. These values guide us in making the right investments in our people and business for the long term. MYR Group is committed to improving our performance and meeting emerging challenges. Part of fulfilling our mission to be the preferred provider of electrical construction services is enhancing our ability to meet the needs of clients while balancing economic, social, and environmental priorities.

With roots dating to 1891 and more than 8,500+ employees, MYR Group subsidiaries provide large-scale electrical construction services in the U.S. and Canada. Throughout our history, we have delivered some of the largest electrical infrastructure and notable commercial and industrial projects and have been consistently recognized as one of the top five specialty electrical contracting firms by Engineering News-Record. This legacy, coupled with a broad national presence, skilled workforce, financial stability, experienced management team and extensive specialized transmission and distribution equipment resources, provide customers with the expertise and stability they demand.

OUR INTEGRATED NETWORK OF COMPANIES

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



MISSION

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

VISION

Creating connections that empower people.

VALUES

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

- Safety
- Respect
- Responsiveness
- Creativity
- Integrity
- Initiative
- Teamwork

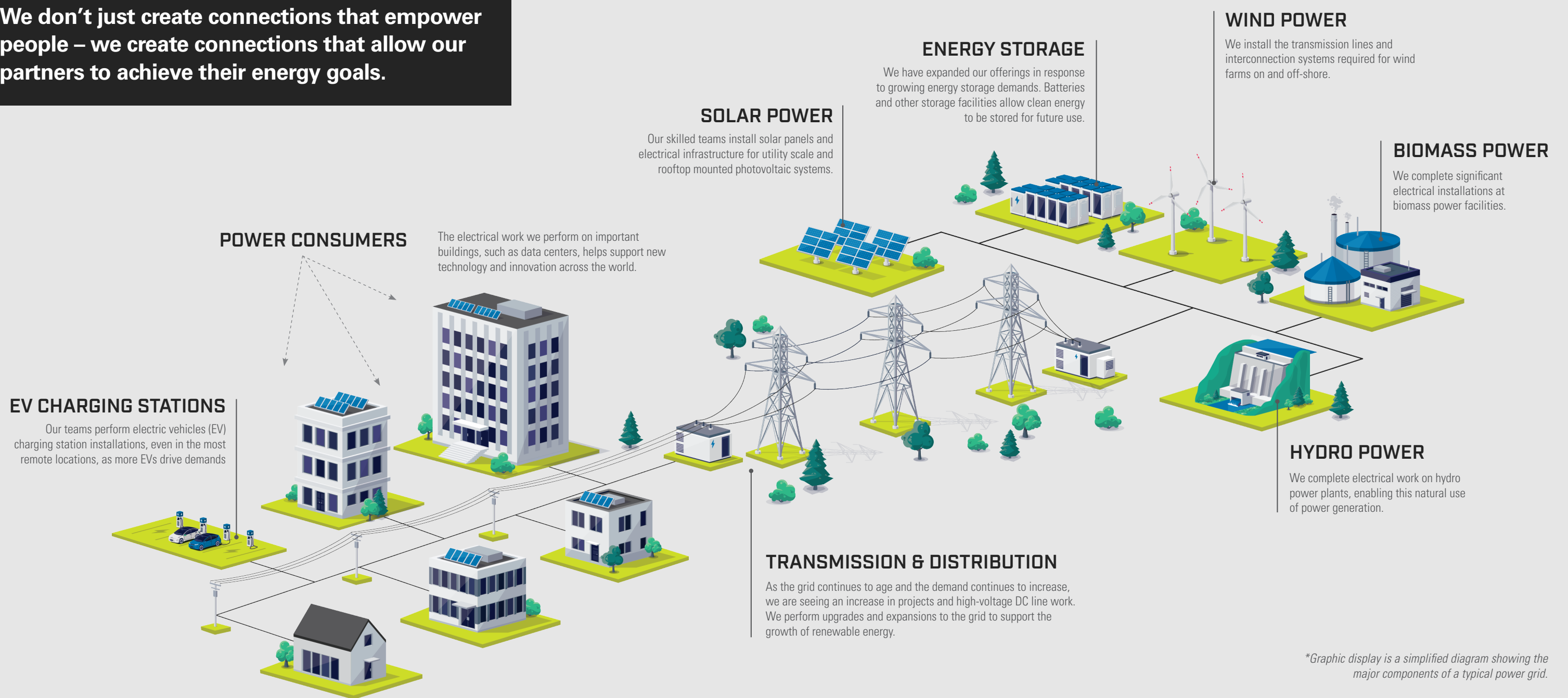
OPERATING PRINCIPLES

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

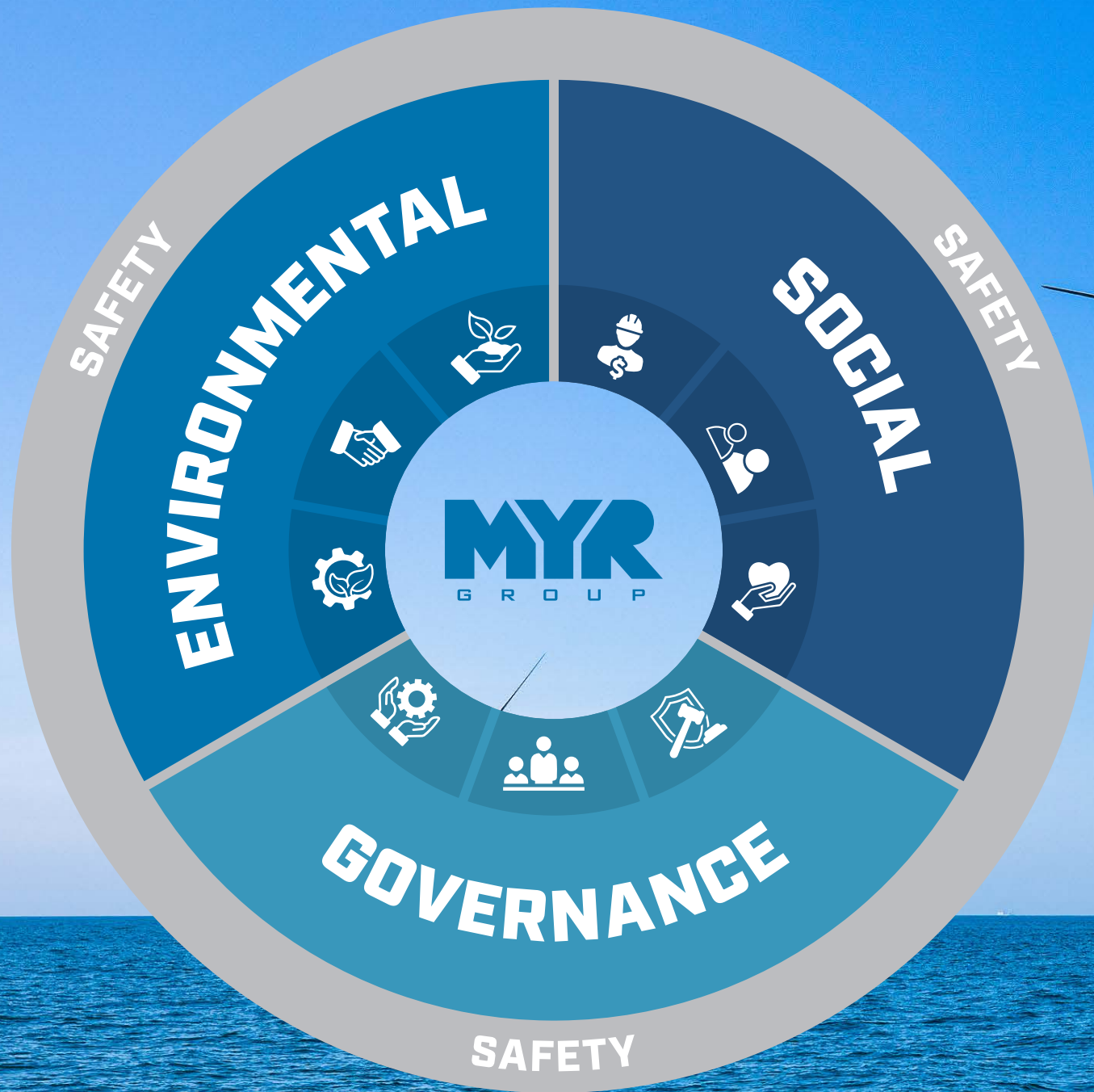
OUR ROLE AS CLEAN ENERGY TRANSFORMATION PARTNERS

At MYR Group, we are committed to helping build a clean energy future. Our business constructs and maintains the electrical systems that power our nation, an expertise we have refined for nearly 130 years. As companies across the globe evolve in how they produce and consume energy, and strive to meet decarbonization and clean energy goals, MYR Group plays a significant role in building clean energy generation facilities and the associated infrastructure needed to deliver that energy to the grid.

We don't just create connections that empower people – we create connections that allow our partners to achieve their energy goals.



**Graphic display is a simplified diagram showing the major components of a typical power grid.*



ESG PRACTICES

Focusing on our carbon footprint, protecting the safety and well-being of our people, and supporting the communities where we live and work remain a top priority as we continue to provide critical electrical infrastructure services that help power a clean energy future.

The framework that guides our efforts is a parts-to-whole relationship between environmental stewardship, social responsibility, and corporate governance, surrounded by the focus of a safety-first culture.

Within each section of this report, we will highlight the role these practices play in the responsible growth of MYR Group.

AT MYR GROUP, SAFETY IS LIFE

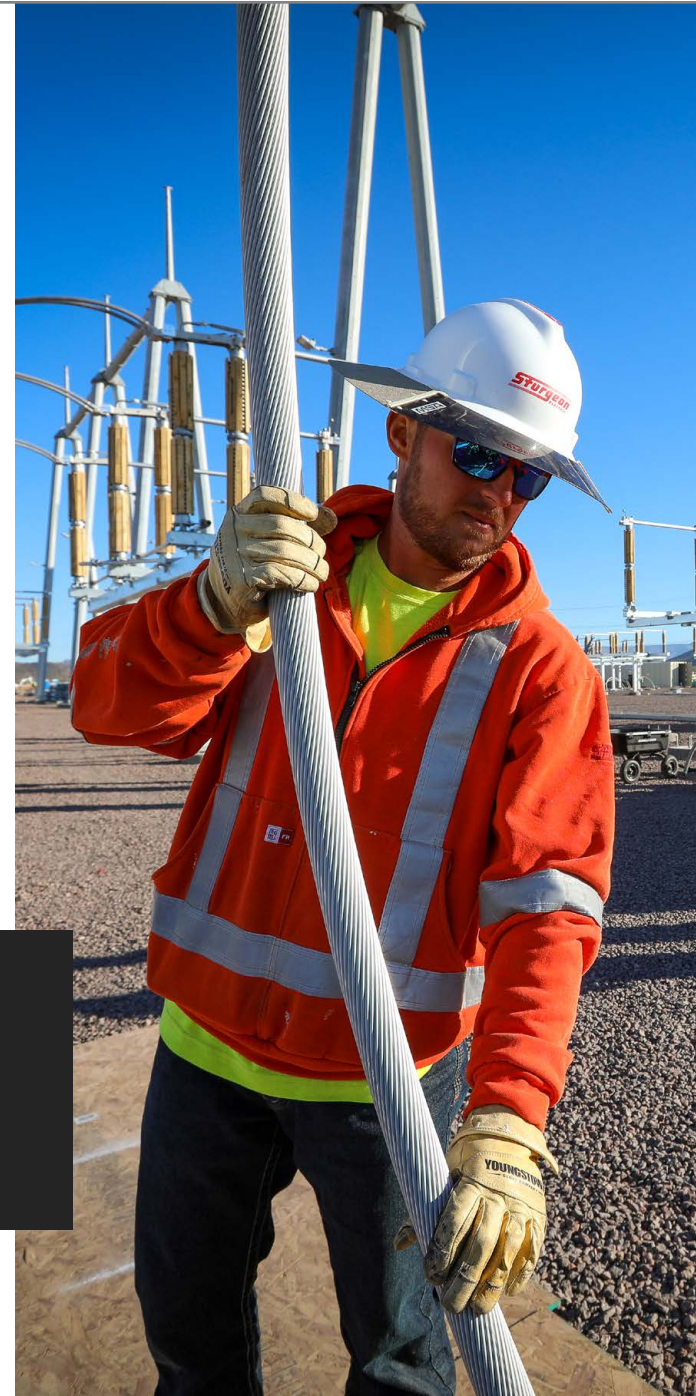


SAFETY

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

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

Safety is an MYR Group core value. Our companies strive to deliver the best safety training, tools, equipment, support and monitoring to every employee with the objective of ensuring all employees return home injury free. Below are MYR Group’s safety statistics as compared to industry averages by the Bureau of Labor Statistics (BLS).



	Recordable Incident Rates	Lost Time Rates	Fatality Rates
MYR Group²	1.14	0.09	0.00
BLS¹	1.70	0.75	15.00

¹BLS statistics are based on BLS industry categories that correspond to MYR Group’s Commercial and Industrial (C&I) and Transmission and Distribution (T&D) business segments (NAICS Code 23821 for C&I and 23713 for T&D). This report combines rates of T&D with C&I and combines NAICS 23821 with 23713. Both combined rates adjusted for the proportional hours worked by MYR Group employees in each segment and corresponding BLS industry category. BLS rates are from 2021 as 2022 statistics were not available at the time this report was published.

²MYR safety statistics exclude the Powerline Plus Companies subsidiaries acquired in 2022. Statistics for the Powerline Plus Companies are anticipated to be incorporated starting with the 2025 sustainability report.

AWARDS & RECOGNITION



NECA 2022 SAFETY AWARDS

Numerous districts within MYR Group subsidiaries participate in NECA’s Recognition of Safety Achievement program, an elite safety program that recognizes and awards companies that excel in the field of health and safety. The program examines company OSHA records, safety practices and policies, and overall compliance levels. The awards are divided into two categories: Zero-Injury and Safety Excellence.

ZERO-INJURY AWARD:

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

SAFETY EXCELLENCE AWARD:

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



OSHA VPP STAR STATUS

Sturgeon Electric Company, Inc.’s Transmission & Distribution (T&D) and Commercial & Industrial (C&I) segments were each recognized with the Decades of Excellence Award for their continued standing in OSHA’s VPP Star status given to company’s demonstrating “exemplary achievement” in health and safety. Both segments have maintained Star status for more than 14 years thanks to forward-thinking approaches to safety and commitment from the highest levels of leadership.



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



EXCEPTIONAL MANAGEMENT SUPPORT



HIGH DEGREE OF EMPLOYEE INVOLVEMENT



INNOVATIVE COMPANY PROGRAMS



TRAINING & ORIENTATION



INDUSTRY INVOLVEMENT



PERSONAL CERTIFICATIONS & ACHIEVEMENTS



INDUSTRY-LEADING SAFETY STATISTICS



INDUSTRY RECOGNITION & AWARDS

We understand the importance of promoting safety first, while proactively developing our people with top-notch training, quality tools and support. We emphasize quality and safety while incorporating innovation into our actions.

TRAINING & DEVELOPMENT

We prioritize the training and development of our employees to equip them with the latest, most comprehensive, and most accurate information possible. Through a combination of quality programs that focus on both tactical skills and human behavior, we can improve employee performance, increase engagement, reduce turnover, and enhance morale.

MYR Group subsidiaries recognize the importance of proper orientation for newly hired field employees, and all are required to complete MYR Group's New Hire Orientation Program at the time of hire or rehire, which was modified for greater efficacy and reflects observational trends. We instituted pilot programs to track driver safety, paired with a vehicle incident measurement to track and reduce incident frequency. We also purchased additional property in Texas to expand our lineworker training facility. In alignment with our safety culture, we believe the rewards reaped from strong safety performance and healthy employees are priceless.

56,010+
MAN-HOURS OF TRAINING

7,021+
FIELD EMPLOYEES TRAINED

3,238+
INDIVIDUAL CLASSES



MYR Group subsidiary MYR Energy Services enacted Lean practices on the Battle Mountain solar project in Utah, finishing on time and above margin and **WITHOUT A SINGLE RECORDABLE SAFETY INCIDENT OVER 300,000 MAN-HOURS WORKED.**

LEAN PRINCIPLES AND PRACTICES

Our construction philosophy embraces innovative approaches and continuous improvement to create greater value for our clients, stakeholders, and communities. Both our business segments utilize Lean practices to enhance project execution and drive exceptional achievement in safety, quality, and productivity. By embracing Lean practices, our companies create a strong safety culture and possess a proven framework to effectively plan projects, identify challenges, and overcome obstacles.

Additionally, standard work processes outlined in Lean practices allow us to hire and train employees quickly and reduce turnover because each individual is empowered to take ownership of their work and is provided the necessary tools and resources that create quality and performance for our customers.

Lean practices used by MYR Group companies:

- 5s
- 8 Wastes of Lean
- A3 Problem Solving
- Last Planner

60 SECONDS FOR SAFETY
TOPIC OF THE WEEK: FOCUS WITH PACE TOOLS

What job distractions, errors, and fatigue all have in common? They are three of the human error traps – but they are also common causes during the holiday season. At work, the PACE tools are essential to helping us avoid injuries that result from these human error traps, as well as the other less-than-ideal communication and event confidence.

The eight PACE human performance tools were designed by MYR Group to prevent, manage, and prevent error-prone situations. PACE stands for "Preventing Accidents and Consequential Errors." The PACE tools are:

- **Self Check:** Use the STAR method as you work – Stop, Think, Act, Review.
- **Questioning Attitude:** Question your actions, the actions of those around you, and the consequences of those actions.
- **Procedure:** Follow written procedures step-by-step to ensure no detail is overlooked, even for tasks you may have done many times before.
- **Final Check:** To be used before any error will have an impact – ask a coworker to check your work for errors/hazards before moving on to the next step of a task.
- **Peer Check:** Check the work of a colleague you are working with side-by-side.
- **Critical Step Check:** Identify and record critical steps in a task before beginning work.
- **Effective Communication:** Confirm that messages and information are heard or conveyed correctly. Using three-way communication is a good strategy for this.
- **Post-job Review:** Assess the job using the TOAST topics for discussion: Traps, Organizational weaknesses, Additional equipment, resources or error defenses, Simplify, Tools.

Using the PACE tools ensures that we aren't turning on autopilot and getting complacent about our work. The eight tools help us focus our attention on the details and actions that impact our safety and the safety of those around us.

INCIDENT REPORT FOR WEEK ENDING DECEMBER 11, 2022

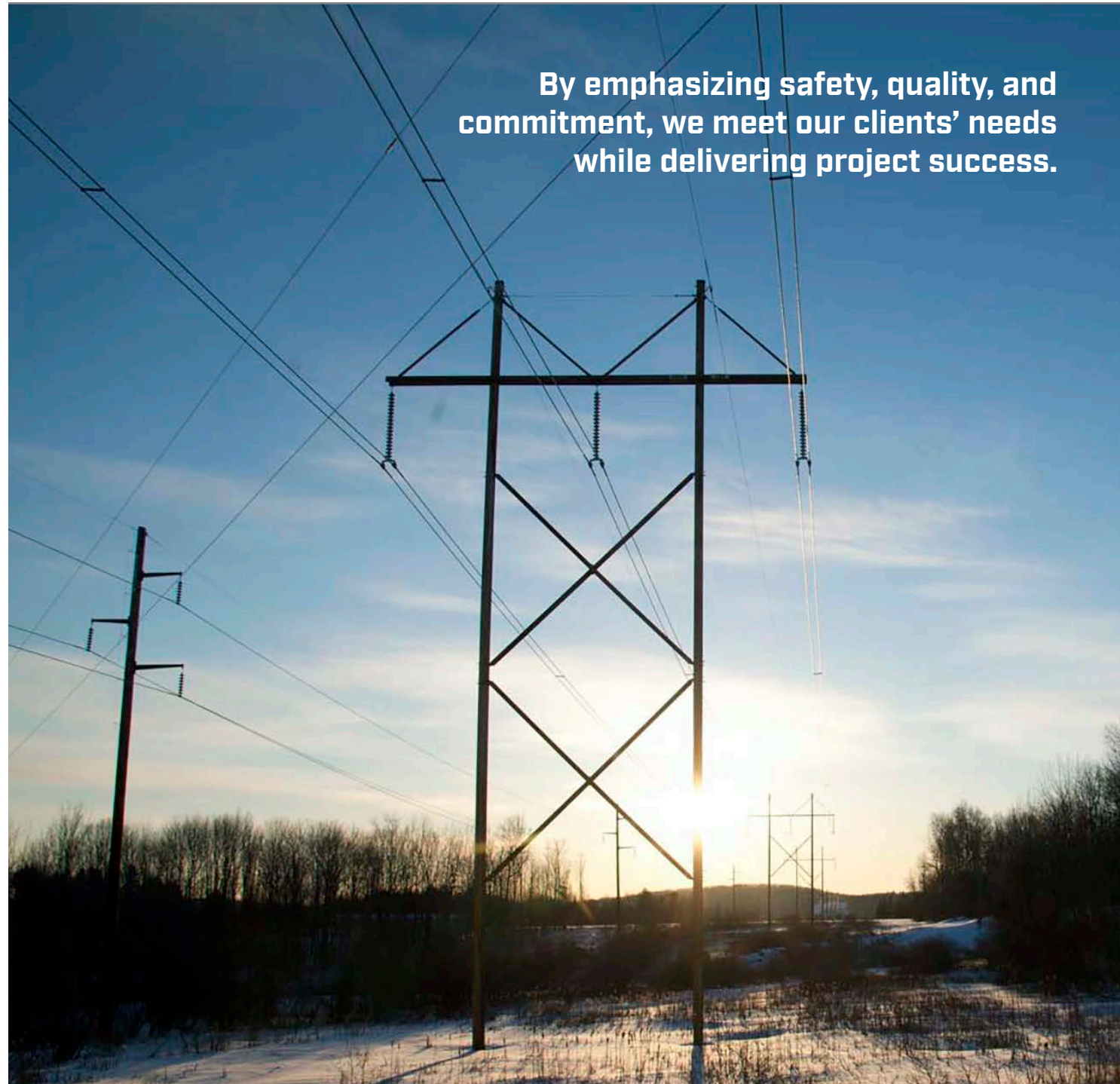
LOST TIME INCIDENTS

:60 Seconds for Safety is MYR Group's weekly Safety newsletter from Rick Swartz, the President and CEO of MYR Group. The newsletter is distributed to all employees and provides a timely safety topic and our weekly overall safety performance.



EXAMPLE TRAININGS:

- Behind the Wheel
- OSHA ET&D Partnership Best Practices
- Hazardous Material
- Behavior/Human Performance
- First Aid/CPR/AED
- OSHA 10 & 30-Hour
- ET&D 10 & 20-Hour
- Tools/Vehicles/Equipment/PPE
- New Hire Orientation (Including Policies and Procedures)
- Arc Flash
- Electrical Awareness
- Energized Electrical Work
- Back to Basics (Annual Training)
- Safe Work Practices
- Project Management
- Energized Transmission Work
- Wire Stringing
- Rigging & Stringing
- Confined Space Entry
- Trenching and Excavation
- Personal Protective Grounding
- Live Line/Energized (Barehand) Maintenance
- Transportation 101 & 201
- Airfield University
- Fork Truck



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

QUALITY

We work directly with clients to establish an all-encompassing QA/QC program to best suit their needs. We confirm all project-related activities are compatible with contract requirements and provide effective measures to ensure construction work and materials strictly comply with applicable specifications and standards.

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

PROGRAM ELEMENTS

PROCUREMENT

Establish procedures to verify all design requirements are included or referenced in procurement documents. Procurement documents require suppliers to provide a quality control program consistent with our requirement or owner specifications, whichever are most stringent.

DOCUMENT CONTROL

Establish/document measures to control issuance and revision of guiding documents that prescribe activities affecting quality. Such measures will help confirm that documents are reviewed for adequacy and accuracy, and approved by authorized personnel.

PROCUREMENT PERFORMANCE

Establish measures, procedures, inspections, etc. to assure purchased items and services conform to procurement specs. Such measures will include provisions, as appropriate for source evaluation and selection, objective evidence of quality, inspection at the source, and examination of items upon delivery.

TESTING/ COMMISSIONING

Perform testing and commissioning on equipment and civil materials such as concrete, compaction, gradation, etc. Establish program to identify and document all testing needs, and that testing is performed in accordance with written procedures that incorporate requirements and acceptance limits outlined in design.

INSTALLATION/ CONSTRUCTION

Establish program for inspection of material installation and construction activities as required. Inspections are performed to verify conformance to the instruction, procedures, and drawings related to the activity.

OUR PROGRAM IS ADMINISTERED USING A THREE-PHASE CONTROL SYSTEM:

1 PREPARATORY PHASE

Intended to confirm all personnel performing a Definable Features of Work (DFOW) are aware of all applicable requirements, and that all required submittals and quality verification has been performed.

2 INITIAL PHASE

An observation of the DFOW during its initial construction, presenting the project personnel the opportunity to verify the work complies with contract requirements.

3 FOLLOW-UP PHASE

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

ENVIRONMENTAL STEWARDSHIP



Operating Responsibly



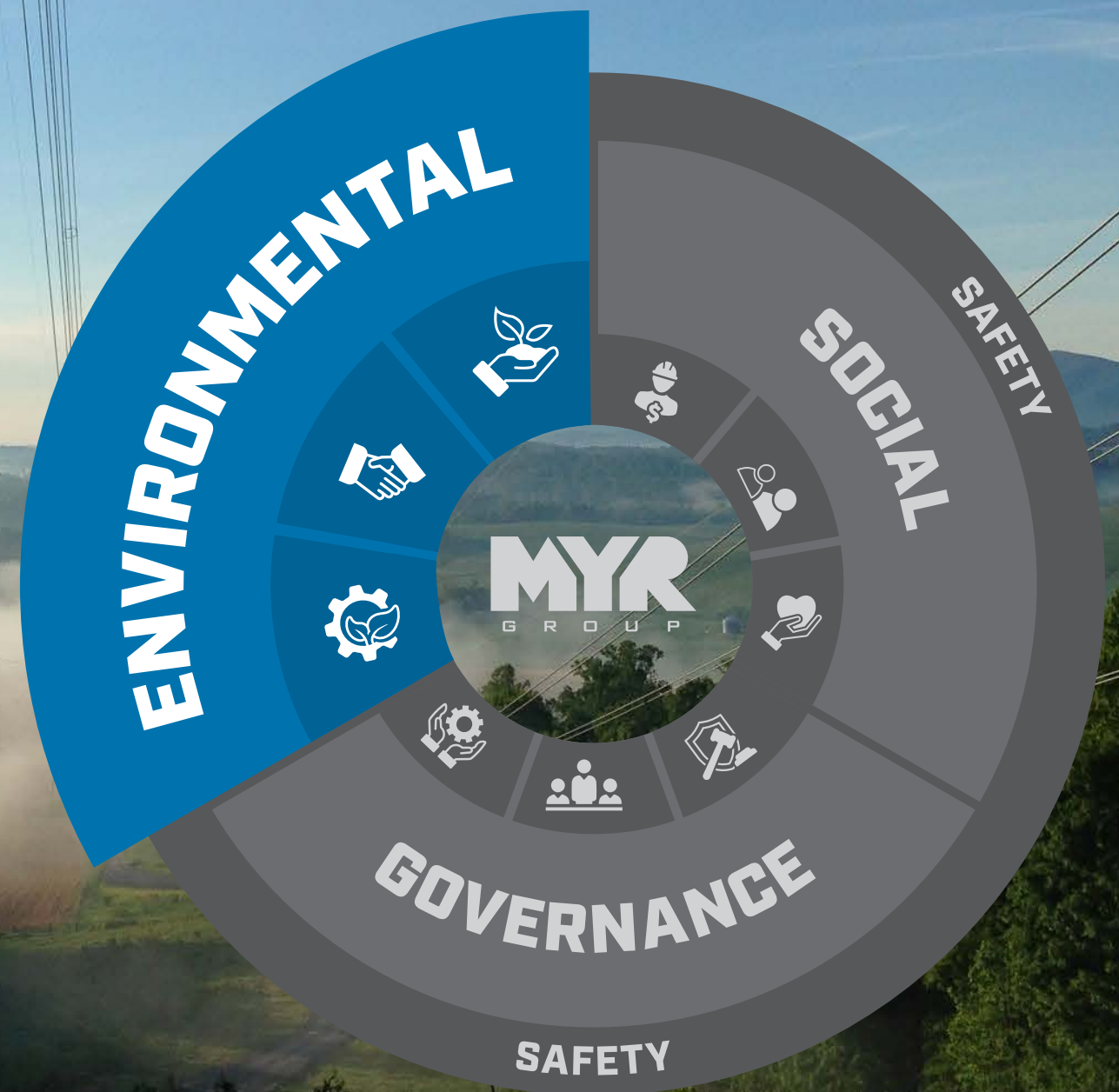
Long-Term Partners



Reducing Our Impact on Projects

Our impact and influence on the environment are not lost on us. Therefore, as an industry-leading electrical construction contractor, we take a proactive approach to environmental stewardship, backed by partnerships, policies, and actions to help us operate responsibly.

It is our company policy that we comply with all applicable environmental regulations, statutes, and policies, which allows us to operate in a way to minimize and control environmental damage while protecting the health and safety of our employees and communities. Whenever possible, we responsibly source our materials, salvage/reuse/recycle excess project materials, and seek to apply effective measures throughout our operations to minimize environmental impacts and reduce our carbon footprint.



OPERATING RESPONSIBLY

To reduce our carbon footprint and improve our clean resources, we promote internal programs and encourage other environmentally friendly measures. Green initiatives we have taken on in attempt to reach these goals include the use of LED lighting, turning off lights when not in use, recycling programs, occupancy sensors, using “rest” mode on electronics, and efficient paper use, to name a few.



GREEN ENERGY USAGE

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

RESPONSIBLE TOOLING

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

IMPROVED FLEET UTILIZATION

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

MEASURING OUR GREENHOUSE GAS EMISSIONS

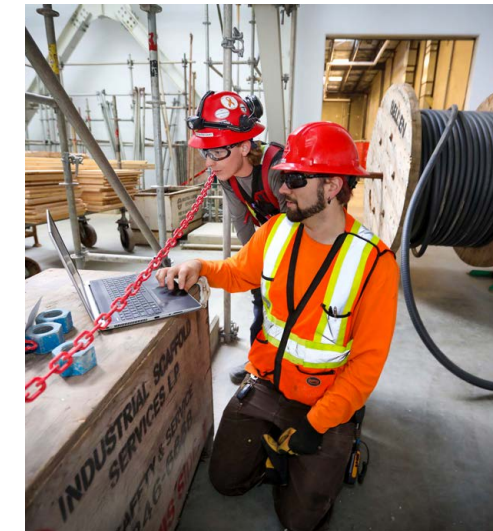
In an effort to responsibly manage our carbon footprint in an environmentally conscious way, we have calculated an estimate of our Scope 1 and, for the first time, our Scope 2 Greenhouse Gas (GHG) emissions for 2022.

We disclose our Scope 1 and Scope 2 emissions in accordance with the GHG Protocol corporate standards as recommended by the EPA’s Center for Corporate Climate Leadership. Our Scope 1 metrics address both the direct GHG emissions from the natural gas used to heat our offices (Stationary Combustion) as well as the emissions used by our fleet vehicles (Mobile Combustion). Our Scope 2 emissions focus on the indirect GHG emissions associated with our purchase of electricity. Additional details on our GHG emission calculation methodology and our SASB and TCFD environmental disclosures can be found in the appendix of this report.

GHG EMISSIONS

Scope 1 Direct	Metric Tons CO ₂ e	66,378*
Scope 2 Indirect	Metric Tons CO ₂ e	2,179*
	Electricity from Grid	100%

*Carbon Dioxide Equivalents



TARGETS

We seek more than simply disclosing our impact on the environment. Starting with last year’s report it has been our goal to achieve a 15% reduction in our Scope 1 carbon-based fuels on an intensity basis by 2031, using 2021 metrics as a baseline.

We are continuing our efforts to reduce our emissions in accordance with our goal.

15%
INTENSITY BASED
REDUCTION GOAL
IN CO₂e

WATER STEWARDSHIP

Water is integral to life and it is a precious commodity worldwide. For that reason, we know the importance of our water usage as a company. It is our objective to confirm our water use is increasingly thoughtful and conservative, and that we adapt such usage to best suit our world, our communities, our employees and our customers.

To help us better manage our consumption, we believe it is important to track our overall usage and we have calculated that in 2022 we used approximately 48,797 centum cubic feet of water. Additional details on our water consumption calculation methodology disclosures can be found in the appendix of this report.

48,797
CENTUM CUBIC
FEET OF 2022
WATER USAGE

REDUCING OUR IMPACT ON PROJECTS

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

COMPLIANCE STANDARDS & REQUIREMENTS

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

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

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



Gateway to Roxford 345kV Transmission Line

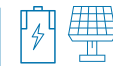
NECA 2022 PROJECT EXCELLENCE AWARDS

MYR Group subsidiary, **The L.E. Myers Co.**, was recognized with the **NECA Project Excellence Award in 2022 for its work on the Gateway to Roxford 345kV transmission line** in Illinois in part for its ability to perform large scopes of the work on a 100-year floodplain of the Mississippi River. The project required an Environmental Assessment (EA) under the National Environmental Policy Act (NEPA), resulting in a Finding of No Significant Impact (FONSI) decision notice. The project’s permits required strict environmental impact compliance such as access matting to prevent rutting from equipment and construction operations.

LONG-TERM PARTNERS IN THE CLEAN ENERGY TRANSFORMATION

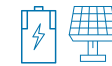
With our robust project experience in the renewable energy sector, we are passionate about leveraging our expertise to contribute to the clean energy transformation around the United States and Canada.

MYR Group is proud to have been involved in the clean energy market for decades and expects to continue to expand that involvement as the desire and demand for clean energy continues to grow. We recognize the importance of supporting clean energy solutions and are honored to provide our clean energy experience to contribute to the evolving energy landscape around us. The following projects are a small sampling of our clean energy efforts and capabilities.



BALDY MESA SOLAR & STORAGE

This engineer, procure, and construct (EPC) project consists of a 150 MWac PV solar and 300 MWh battery energy storage system on approximately 1,000 acres in California.



MESQUITE SOLAR & BATTERY STORAGE

Providing turnkey engineer, procure, and construct (EPC) services for 52.5 MWac and 60 MWac solar photovoltaic facilities and four-hour battery energy storage systems.



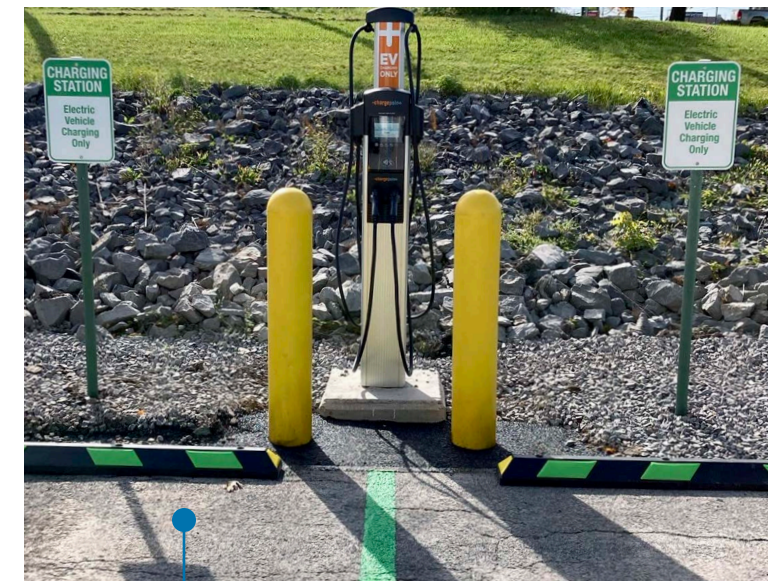
AMERESCO/HOLY CROSS ENERGY SOLAR & STORAGE PROJECT

Provided high voltage installations for a 4.5 MWac PV solar and 15 MWh battery energy storage system.



TIMBERLAND SOLAR

This engineer, procure, and construct (EPC) project consists of 194MWdc/140MWac utility-scale photovoltaic (PV) solar development and a new 230kV substation. Our crews are installing approximately 366,000 solar modules on a 1,300-acre site and providing construction of the associated substation.



LUNA BATTERY ENERGY STORAGE

This standalone 100MW/400 MWh lithium-ion battery storage facility in Los Angeles County aims to help improve grid reliability without pollution or emissions, which will continue to help California achieve its renewable energy commitments.



BONNY EAGLE, RUMFORD, & BERLIN BATTERY STORAGE

Providing engineer, procure, and construct (EPC) services for two 8MW – two-hour duration utility scale battery systems and one 14MW – two-hour duration utility scale battery system.



GRAVEL PIT SOLAR SWITCHYARD & COLLECTOR

Providing design, procurement, and construction of a new 115/34.5kV open-air substation and a 115kV interconnect switching station for a 120 MWac solar facility.



745 THURLOW EV CHARGING STATIONS

Retrofit project for EV charging stations and distributed antenna systems (DAS) to an existing office building in Vancouver, BC.



UNIVERSITY OF SOUTHERN MAINE PARKING GARAGE

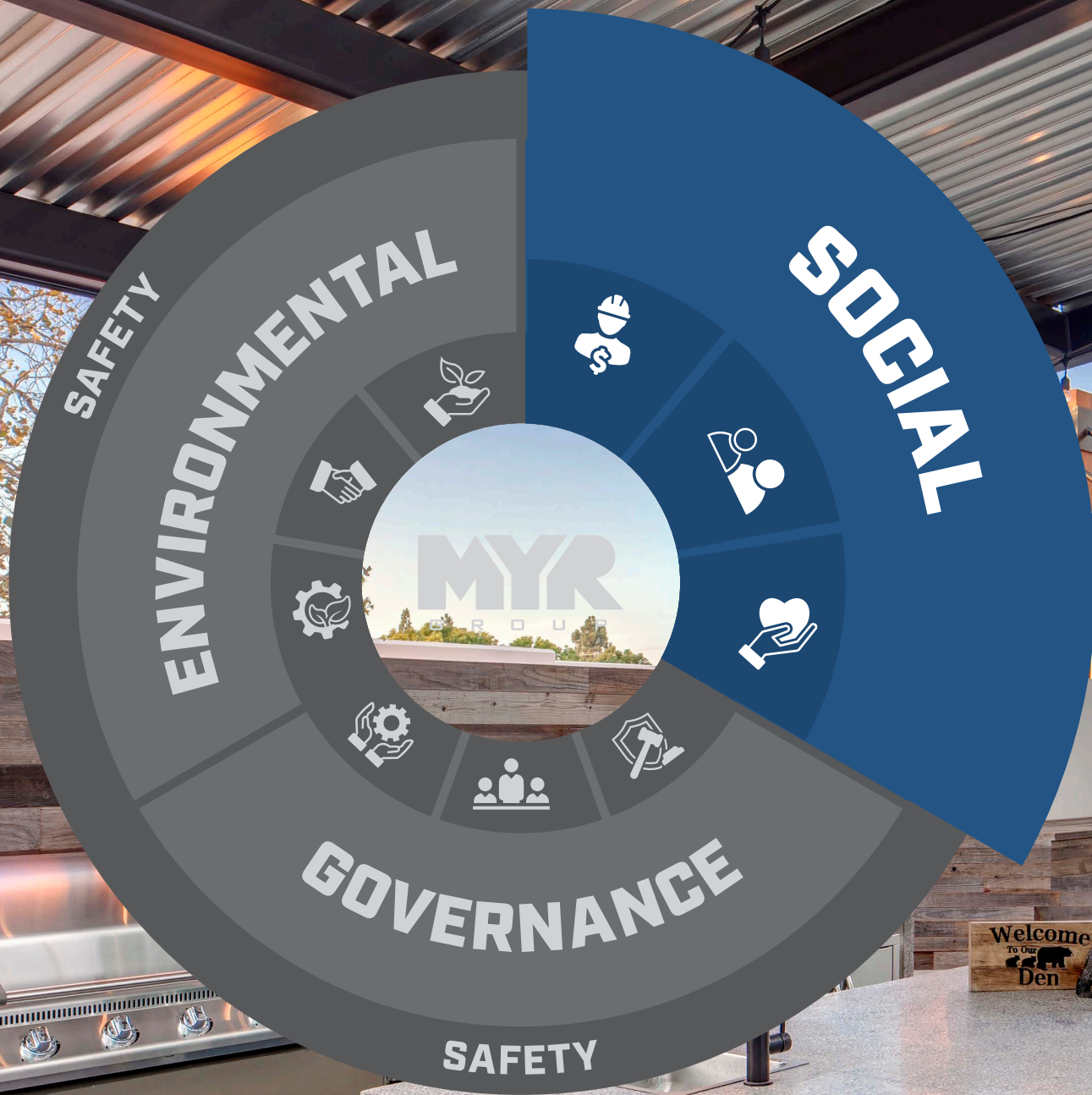
Installed EV charging stations in a new parking garage at the University of Southern Maine.



FUTURE ENERGY® EV CONSTRUCTION

Six MYR Group subsidiaries collaborate to install electric vehicle (EV) construction projects for Future Energy® in various automotive dealership lots throughout the U.S. and Canada.

SOCIAL ENGAGEMENT



**Investing In
Our People**



**Diversity, Equity,
and Inclusion**



**Giving Back to
Our Communities**



INVESTING IN OUR PEOPLE

Our people are the heartbeat of MYR Group. They are a critical part of our business, our culture, and our future as an organization. With that in mind, we strive to provide work environments that are safe, inclusive, and ethical; where the safety, health, and well-being of our people is our top priority.

- We strive to provide the best opportunities for **personal and professional growth and development** by investing in a wide variety of training, mentoring, and additional education opportunities, both internally and externally.
- Our robust **benefits and wellness programs** promote the health and financial well-being of our employees.
- We **respect and protect the rights of our employees** and recognize the need to promote an environment of diversity, equity, and inclusion.
- **Partners, vendors, and subcontractors** are evaluated and chosen based on several factors such as safety, past performance, expertise, health, environmental, and ethical practices, with the intention of promoting fair and safe labor conditions.



BENEFITS & WELLNESS PROGRAM



Safety, health, and the well-being of our employees are cornerstones of our strong culture. The health and happiness of our workforce has long been foundational to the company's success, and we strive to build upon both through robust benefits and wellness programs.



This year, after an assessment from our leadership team, we increased paid time off for qualifying employees, and created a program that rewards employees for extended service with the company. We also added the Thrive Pass program, which allocates up to \$1,000 throughout the year for qualifying employees to use on wellness expenses of their choice. To support the continued development and growth of our employees, we offer education plans and tuition reimbursement as well as a vast learning management program.



Our competitive benefits package continues to offer low cost, comprehensive medical, dental, and vision coverage for our employees and their families. We support our employees through programs that promote physical, financial, and mental well-being, including no-cost flu shots, life insurance, disability coverage, 401(k) matching, and flex spending accounts.



A LEARNING ORGANIZATION

We strive to provide a stimulating, ethical, and safe working environment where our people can flourish personally and professionally, no matter their experience or tenure with the company. Various initiatives help us achieve this environment from robust training programs that promote leadership development to project management and skilled trade certifications. Investments in ongoing education help ensure our workforce is supported, skilled, and motivated to work as safely and efficiently as possible. Our employees are trained through MYR University, an online learning management system accessible 24/7 to employees.



EMPLOYEE DEVELOPMENT

We offer opportunities for employees to attend training and seminars and monitor this progress through an annual performance appraisal and employee development process. We also provide funds for employees to attend conferences, purchase career-related books and materials, and cover fees for memberships in professional organizations. Reimbursement is available for qualifying classes or degree programs that help to advance professional development.

PROJECT MANAGEMENT PROGRAM

We expanded our Project Management Program to all companies in the T&D segment and launched the program for our C&I segment this past year. This program establishes best practices, key metrics, documentation, and necessary training for project managers in the company. The program emphasizes a proactive approach to project management for improved results for the company and our clients.

LINKEDIN LEARNING

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



2022 TRAINING HIGHLIGHTS

5,247

COMPLIANCE TRAINING COURSES COMPLETED IN THE ONLINE MYR UNIVERSITY

782

MICROSOFT 365 COURSES COMPLETED IN THE ONLINE MYR UNIVERSITY

1,617

EMPLOYEES ENROLLED IN CODE OF BUSINESS CONDUCT

42

EMPLOYEES GRADUATED THE CORE LEADERSHIP PROGRAM



DIVERSITY, EQUITY, & INCLUSION

We embrace diversity and inclusion as vital ingredients to our success. A diverse workplace in background, identity, age, education, and thought empower us with the unique and complex experiences of each of our individual employees. We believe that uniqueness, combined with a belonging that stems from the common cause and purpose instilled throughout the company, will enable us to confront and overcome many of the challenges posed to our industry and our communities. To this end, we promote practices and policies in our recruiting, hiring, and promotions with the goal of cultivating our diverse and unique group of employees.



To provide informed, authentic leadership for diversity and inclusion, MYR Group and our subsidiaries are taking steps to:

- **Exercise visible leadership** by publicly promoting the benefits of diversity and identifying and acting on new strategies that lead to greater effectiveness.
- **Develop and implement diversity recruitment and onboarding initiatives** to help leaders design specific and concrete steps to expand representation and engagement from diverse communities within their teams.
- **Promote a culture of inclusion** that (i) creates a space for all employees to contribute, including creating employee resource groups to foster conversations, and (ii) guides our leadership teams through educational opportunities.
- **Support and launch Employee Resource Groups (ERGs)**, which are groups of employees who join based on shared characteristics or life experiences to provide fellowship, friendship and support, enhance career and personal development, and contribute to the organization's vision and values. The Veteran ERG was launched this year, which will focus on employees who are either veterans or active members of the military.

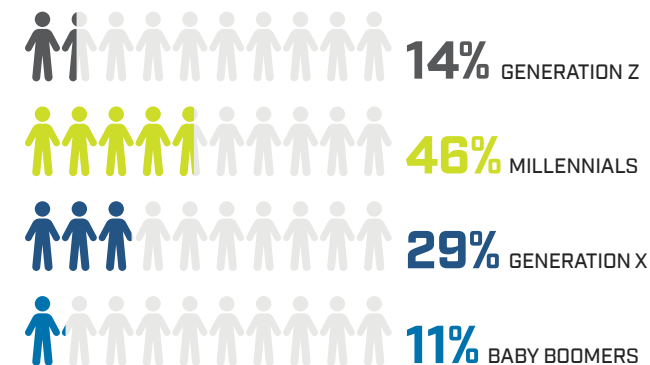
We are continuing our efforts to build a company that future generations can be proud of. A place where our employees are valued, driven to positively support our customer partnerships and business objectives, and recognized for their contributions. We constantly strive to empower each of our employees to contribute their unique perspectives to strengthen our decision-making processes – which is a key to increasing MYR Group's value.

BACKGROUNDS AND IDENTITY

Diversity in our workforce from race, gender, and creed to sexual orientation and ethnicity adds value to our company that cannot be achieved in any other way. MYR Group employs people from varying and complex backgrounds, each one of them making us better. We seek diverse backgrounds and identities at all levels of the organization to bring out the best in the company and its employees.

AGE

At MYR Group, generations have always worked side by side, and age gaps spanning multiple decades are common. What is unique is the scope of today's workplace, with four generations making up our mix of talented employees. Our age-diverse workforce increases innovation and productivity because of the shared knowledge and opinions gained and developed at different points in life. Such sharing sparks novel ideas and solutions while also providing priceless education that helps avoid unnecessary mistakes.



RECRUITING

Developing diverse recruitment practices and targeting a broad range of candidates helps us create a diverse workforce. Expanding job boards, increasing outreach to more schools, and interacting with diverse student populations delivers value across the organization. We continue to prioritize working with veterans and military recruitment partners, aided from the insight provided by our Veteran ERG. We also embrace more women in the construction industry, remaining partnered with *In Her Sight*, where we can tell our story and connect with women searching for a career change in a positive, uplifting environment.

EDUCATION

We believe there is immense value in employing those with varying levels and types of education. A wide variety of educational experiences are vital in cultivating diverse sets of knowledge and the thought processes necessary for addressing the challenges of our modern world. Most of MYR Group's employees, including much of its upper management, are educated through an electrical apprenticeship. This provides both classroom and field education required for performing and understanding our work. MYR Group also seeks to provide the training and education to make our employees successful and knowledgeable, from classroom to field education.

GIVING BACK TO OUR COMMUNITIES

In addition to serving our customers and employees we also believe in supporting the communities in which we work and operate. We look to make meaningful, positive impacts in our communities by bolstering community-driven efforts and by contributing time and funds to support meaningful charitable causes that help enhance our society.



CHARITABLE HIGHLIGHTS

2020-2022

\$2.2M+

CHARITABLE CONTRIBUTIONS

95+

ORGANIZATIONS SUPPORTED

6,700+

VOLUNTEER HOURS

MYR GROUP GIVES

MYR Group continues to contribute to causes that improve the communities where we live and work. We give nationally to large nonprofit organizations and locally by supporting hospitals/healthcare foundations, school districts, youth nonprofits, homeless shelters, food banks, and several other local charities. We believe in coming together for the greater good and stepping up to help our neighbors in need. We volunteer time and contribute funds to support meaningful charitable causes that protect, preserve, and enhance our society. Our electrical professionals have provided pro-bono services such as renovating and restoring power for local establishments that give back to the community and partnered with construction companies to donate labor and services to restore electrical infrastructure of local safe homes and homeless shelters.

ORGANIZATION	YEARS SUPPORTED
Susan G. Komen.....	15
Food For Thought.....	12
National Breast Cancer Foundation.....	11
Freedom Service Dogs of America.....	7
American Cancer Society.....	6
Leukemia & Lymphoma Society.....	5
American Heart Association.....	5

CONTRIBUTING TO CAUSES WE CARE ABOUT

As long-standing members of our communities, we understand the magnitude of our actions and connections. We take pride in being a well-respected and trusted brand, an active neighbor, and an influential community partner. Through our charitable giving, volunteer efforts, and local partnerships we focus on aligning our efforts with our values and vision to create connections that empower people.



HEART WALK
AMERICAN HEART ASSOCIATION

CSI Electrical Contractors, Inc.
\$59,000+ Donated
228 Volunteers



BRAVE THE SHAVE
ST. BALDRICKS FOUNDATION

Sturgeon Electric Company, Inc.
\$34,000+ Donated
63 Volunteers



WALK FOR FRIENDSHIP
FRIENDSHIP CIRCLE OF MICHIGAN

Harlan Electric Company
\$25,000 Donated
8 Volunteers

INDUSTRY INVOLVEMENT & MEMBERSHIPS

We believe in being an involved member and partner to industry organizations and groups that support strategic industry initiatives. Our memberships, partnerships, and sponsorships reflect our values while strengthening our ESG efforts. Below are a few examples of our industry partnerships and memberships.



OSHA Voluntary Protection Program

OSHA's Voluntary Protection Program (VPP) STAR status is the highest recognition level awarded by OSHA for workplace safety and health. We are proud to have two subsidiaries that have maintained VPP STAR status since 2008. By continually elevating our safety programs, we not only meet industry rules and standards but exceed them.



EUCI Leadership Conference for Women in Energy

MYR Group is proud to promote and encourage women in leadership, and networking within the energy industry. As a continuous sponsor since 2016, MYR Group representatives are active participants in events that promote knowledge sharing, collaboration, and professional networking.



Edison Electric Institute

As a member of Edison Electric Institute (EEI), we are proud to support their initiatives, events, and vision. Organized in 1933, EEI provides public policy leadership, strategic business intelligence, and essential conferences and forums. As an internationally recognized organization, members of the EEI commit to knowledge sharing opportunities, professional guidance, and resources that benefit the industry.



Trade Associations, Apprenticeship Organizations, and Labor Unions

We maintain partnerships with nationwide line schools and electrical apprenticeship training programs, are actively involved in industry boards and committees, and work collaboratively with local union halls through the International Brotherhood of Electrical Workers (IBEW) and National Electrical Contractors Association (NECA).



Electrical Transmission & Distribution Partnership

In 2004, MYR Group was one of the five founding companies of the Electrical Transmission & Distribution Partnership (ET&D), which highlights an alliance of corporations, organizations, and government agencies to promote the first-ever industry-specific safety initiative. This formal collaboration of industry stakeholders helps establish the new and best practices for safety excellence for our nation's line workers. It is one of only a few national partnerships between employers and OSHA.



Center for Energy Workforce Development Membership

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

PARTNERING WITH DIVERSE VENDORS & SUBCONTRACTORS

We are dedicated to the fair consideration of all suppliers in our day-to-day procurement of materials, equipment, and services as required for any project. We understand the importance of supplier diversity and strive to provide opportunities for disadvantaged, women, minority, and other vendors that have been certified by a federal/state/or local government. We have an established network of diverse firms from whom we solicit bids to seek full commitment of our projects. This is also in an effort to provide a competitive edge in producing high-quality, low-cost, and innovative products and services. Subcontractors undergo a review of safety performance, operating capabilities, and financial strength prior to the start of our projects. Providing supplier diversity training, workshops, technical assistance, and educational support allows our team to achieve successful and on-time project delivery.



MYR Group subsidiary, Sturgeon Electric, achieved diverse-spend requirements respectively for the concourse A and C expansion projects at Denver International Airport.

45%+

DIVERSE SPEND ACHIEVED ON TWO LARGE SCALE DENVER INTERNATIONAL AIRPORT PROJECTS

Nearly half the spend of each project was successfully completed by small, disadvantaged, minority, and/or women-owned businesses.



GOVERNANCE



Corporate Governance



Emphasis on Strong Board Composition



Establish Policies and Guidance

BOARD COMPOSITION

The Board of Directors (or “Board”) of MYR Group sets high standards for the Company’s employees, officers, and directors. Implicit in these standards is the importance of sound corporate governance. It is the duty of the Board to serve as a prudent fiduciary for shareholders and to oversee the management of the Company’s business. To fulfill its responsibilities and to discharge its duty, the Board follows the procedures and standards that are set forth in the corporate governance principles, company by-laws, and committee charters. These guidelines are subject to modification from time to time as deemed appropriate in the best interest of the Company or as required by applicable laws and regulations.

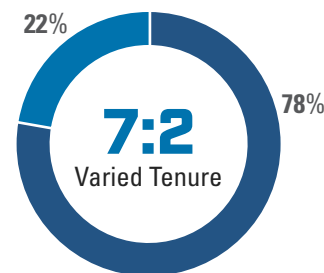
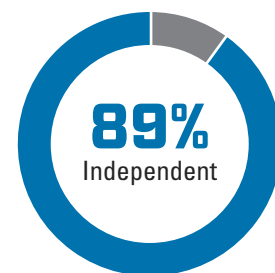
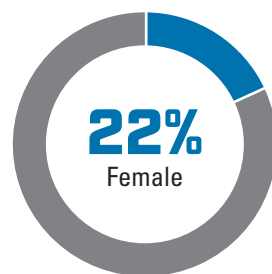
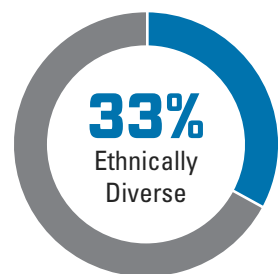
DIRECTOR DIVERSITY

We believe diversity of our Board is a critical component of creating long-term value for our shareholders, which is embodied in our Corporate Governance Principles that places value on diversity in the director nomination process. The Board has and will continue to make gender, race/ethnicity, national origin, career experience, and diversity of thought, key factors when considering director candidates. Diverse backgrounds are key to providing effective governance, advice on the Company’s operations, and strong business risk and opportunity assessments which strengthen our overall performance.

The Board has made an active commitment to increase its diversity. Five new directors have joined our Board since 2016 and four of our current directors are female or racially/ethnically diverse.

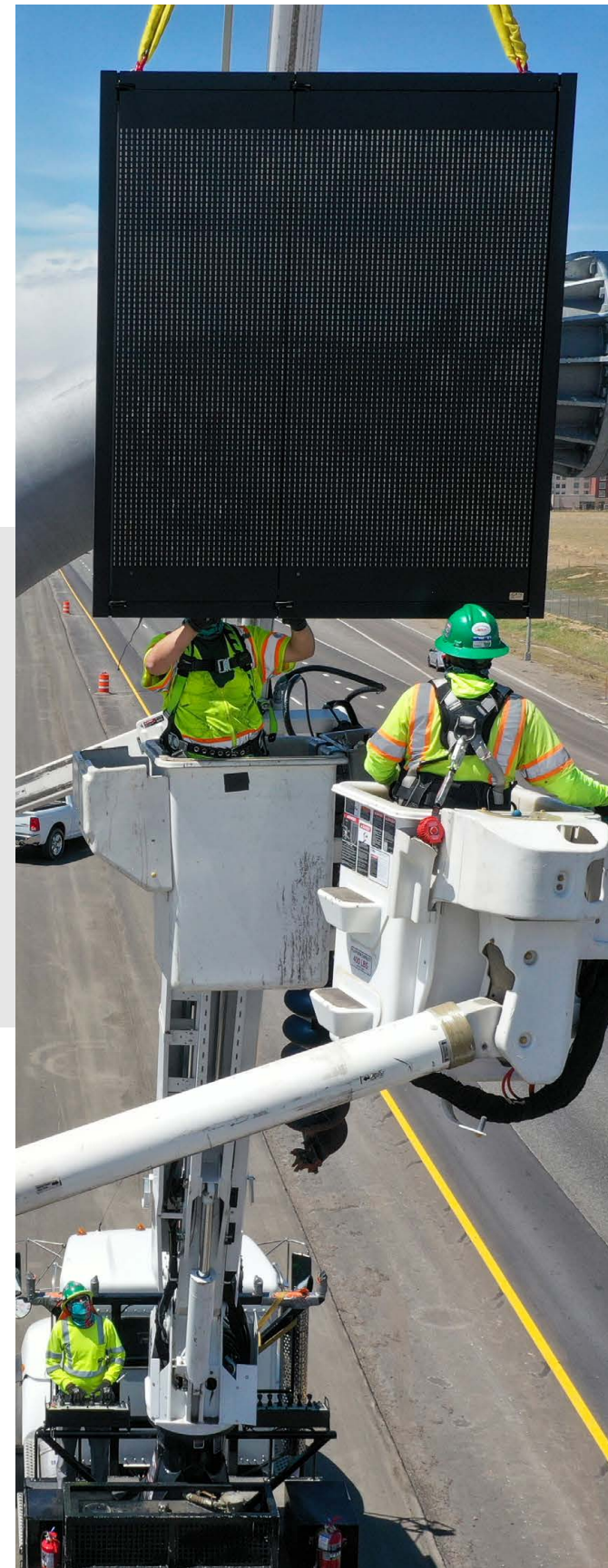
Through our Corporate Governance Principles, we establish the policy that directors will not be nominated for reelection or reappointment to the Board after reaching the age of 72. This policy allows for varied director tenure and an increase in diversity in composition and perspective.

KEY BOARD STATISTICS



■ 0-7 years ■ 11 or more years

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



CORPORATE GOVERNANCE

Our “Nominating, Environmental, Social, and Corporate Governance Committee” (NESG) evaluates and monitors various ESG policies, procedures and processes that could affect our performance and reputation.

The primary responsibilities of the NESG Committee and relationship to the Board include, but are not limited to:

- Develop recommendations to the Board with respect to the adoption of environmental and social policies, systems, strategies, and initiatives
- Assist in identifying, evaluating and monitoring environmental, climate, health, safety, social, and public policy trends, issues and concerns and other corporate responsibility matters that could affect MYR Group’s business activities, performance and reputation
- Identify and recommend individuals qualified to serve as directors on the Board
- Advise on the Board’s size, composition, procedures, and committees
- Advise on corporate governance matters, including the ongoing review and assessment of the Board’s Corporate Governance Principles
- Oversee the self-evaluation of the Board and the Board’s committees
- Assist in determining whether the Company has appropriate policies, management systems, strategies and initiatives in place with respect to ESG

The NESG committee meets between two and four times a year to discuss the above and other ESG matters.

COMPANY POLICIES

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

Moreover, we promote environmental awareness across the company. Employees are required to comply with all applicable environmental laws and permitting, prevent pollution, reduce the consumption of resources through waste management strategies, and incorporate energy efficiency measures into our operations where commercially and economically feasible.

Our corporate governance materials, including our Certificate of Incorporation, Amended and Restated By-Laws, committee charters, Corporate Governance Principles, Code of Ethics, and other corporate governance related materials are available on our website at:

myrgroup.com

Our policy seeks to promote practices that cultivate diversity in employee recruitment and in the utilization of subcontractors and suppliers. Further, the policy directs employees across the company to report any behavior that is not consistent with MYR Group’s practices and policies.

Our Board of Directors’ Corporate Governance Principles also assists the Board with their responsibilities to confirm compliance with governing law and our policies.



CORPORATE POLICIES

MYR GROUP INC.
Code of Business Conduct and Ethics

Introduction

MYR Group Inc. is committed to the highest standards of ethical business conduct and to the practice of honest and accurate public communication. MYR Group Inc. (“Company”) is a public company and is subject to the scrutiny of investors, analysts, and the public. The Company is committed to the highest standards of ethical business conduct and to the practice of honest and accurate public communication. The Code of Ethics is intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Code of Ethics is intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Code of Ethics is intended to provide guidance to all employees, officers, directors, and independent directors of the Company.

Responsibility under the Code

The purpose of the Code is to provide guidance to all employees, officers, directors, and independent directors of the Company. The Code is intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Code is intended to provide guidance to all employees, officers, directors, and independent directors of the Company.

Waters

We will not engage in any transaction that is not in the best interests of the Company. We will not engage in any transaction that is not in the best interests of the Company. We will not engage in any transaction that is not in the best interests of the Company.

CORPORATE GOVERNANCE PRINCIPLES OF MYR GROUP INC.

The following Corporate Governance Principles have been adopted by the Board of Directors of the Company (“Company”) and are intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Corporate Governance Principles are intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Corporate Governance Principles are intended to provide guidance to all employees, officers, directors, and independent directors of the Company.

THE BOARD

Role of Directors. The business of the Company is conducted by its employees, managers and officers, under the oversight of the Board. The Board’s primary goal is to build long-term value for the Company’s stockholders and to ensure the long-term success of the Company consistent with the Board’s fiduciary duty to stockholders. The Board establishes Company policies, sets strategic direction, and oversees management, which is responsible for the Company’s day-to-day operations.

Director Independence. The Board is comprised of a majority of directors who qualify as independent directors (“Independent Directors”) under the listing standards. It has not less than a majority of Independent Directors. The Board makes all affirmative determinations as to the independence of each director. In the event that a director becomes aware of any change in circumstances that may result in a conflict of interest, the director should promptly disclose such information to the Board. The Board will determine whether such a conflict of interest exists and, if so, whether the director should be removed from the Board. The Board does not require the resignation of the director if the director is not an Independent Director.

Selection of the Chairperson of the Board. The Board does not require the resignation of the Chairperson of the Board or the Chief Executive Officer. The Board is free to choose its Chairperson of the Board and its Chief Executive Officer.

MYR GROUP INC.
Vendor Code of Conduct

Introduction

MYR Group Inc. and its subsidiaries (“Company”) are committed to the highest standards of ethical business conduct and to the practice of honest and accurate public communication. The Vendor Code of Conduct is intended to provide guidance to all vendors, suppliers, and subcontractors of the Company. The Vendor Code of Conduct is intended to provide guidance to all vendors, suppliers, and subcontractors of the Company. The Vendor Code of Conduct is intended to provide guidance to all vendors, suppliers, and subcontractors of the Company.

Ethics

All vendors, suppliers, and subcontractors of the Company are expected to adhere to the highest standards of ethical business conduct and to the practice of honest and accurate public communication. The Vendor Code of Conduct is intended to provide guidance to all vendors, suppliers, and subcontractors of the Company. The Vendor Code of Conduct is intended to provide guidance to all vendors, suppliers, and subcontractors of the Company.

Safety and Health

We are committed to the health and safety of our people and communities where we work, and to the protection of the environment. We will not engage in any activity that is not in the best interests of our people and communities. We will not engage in any activity that is not in the best interests of our people and communities. We will not engage in any activity that is not in the best interests of our people and communities.

MYR GROUP INC.
Environmental Policy

Introduction

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Scope

This policy applies to all employees, officers, directors, and independent directors of the Company. The Environmental Policy is intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Environmental Policy is intended to provide guidance to all employees, officers, directors, and independent directors of the Company.

Reducing Environmental Impacts on Projects

MYR Group Inc. is committed to the highest standards of ethical business conduct and to the practice of honest and accurate public communication. The Environmental Policy is intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Environmental Policy is intended to provide guidance to all employees, officers, directors, and independent directors of the Company.

MYR GROUP INC.
Human Rights Policy

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Our Mission

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Our Values

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Respect for Human Rights

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MYR GROUP INC.
Anti-Bribery and Corruption Policy

Introduction

MYR Group Inc. is committed to the highest standards of ethical business conduct and to the practice of honest and accurate public communication. The Anti-Bribery and Corruption Policy is intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Anti-Bribery and Corruption Policy is intended to provide guidance to all employees, officers, directors, and independent directors of the Company. The Anti-Bribery and Corruption Policy is intended to provide guidance to all employees, officers, directors, and independent directors of the Company.

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MYR GROUP INC.
Anti-Harassment and Anti-Retaliation Policy

Introduction

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MYR GROUP INC.
Workplace Health and Safety Policy

Introduction

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

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

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

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

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

ANTI-BRIBERY AND CORRUPTION

ANTI-HARASSMENT AND ANTI-RETALIATION

OSHA POLICY

APPENDIX

SASB/TCFD SUMMARY

MYR Group endeavors to provide disclosures and other information relevant to its ESG efforts within the framework and guidelines of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

SASB is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. A "SASB Reference Table" is included as an appendix to this report with disclosures relating to Engineering & Construction services. While we report information on nearly all SASB metrics and topics areas, we may provide different units of measure, different metrics, or partial information for the topic area.

TCFD is a reporting framework for voluntary climate-related financial risk disclosures. A "TCFD Reference Table" is also included as an appendix to this report and includes disclosures on governance, strategy, risk management, metrics, and targets.



SASB/TCFD SUMMARY TABLE



TOPIC	ACCOUNTING METRIC	CATEGORY	SASB CODE	DISCLOSURE OR LOCATION
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	IFO301-01	None
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion and Analysis	IFO301-02	<p>MYR Group addresses environmental risks associated with its projects through its Environmental Policy. Found at myrgroup.com/why-my-group/sustainability</p> <p>As a specialty electrical contractor, MYR Group does not generally dictate project siting or design. However, from early project planning through post-construction, MYR Group, together with appropriate client representatives, contractors, subcontractors, governmental agencies, and authorities, work to develop and maintain environmental standards and programs that meet applicable project requirements, ensure compliance with environmental laws and regulations, and ensure environmentally safe workplaces and jobsites.</p>
Structural Integrity & Safety	Amount of defect and safety-related rework costs	Quantitative	IFO301-03	Amount of safety-related re-work – \$0 Amount of warranty re-work – \$82,834 ¹
	Total amount of monetary losses as a result of legal proceedings associated with defect and safety-related incidents	Quantitative	IFO301-04	Monetary losses associated with defect incidents – \$0. Monetary fines associated with safety-related incidents – \$42,467 (Closed OSHA Citations)
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	IFO301-05	MYR Group companies had a recordable incident rate of 1.14, a lost time incident rate of 0.09, and 0 workplace fatalities. Excludes the Powerline Companies subsidiaries.
Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	IFO301-01	<p>MYR Group is investigating the feasibility of tracking such data for future disclosures.</p> <p>MYR Group does not determine if its projects will be certified to a third-party multi-attribute sustainability standard and may not be aware if a client or project owner is seeking such certification.</p>
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and Analysis	IFO301-10	<p>MYR's policy on energy and efficient water use for activities it can control can be found at myrgroup.com/why-my-group/sustainability</p> <p>MYR Group is not involved in the water design or installation on its projects.</p>
Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	Quantitative	IFO301-06	MYR Group provides specialty electrical construction services for renewable-energy, hydrocarbon, and many projects that are both renewable-energy and hydrocarbon related, ("mixed use projects") projects. Information is not provided or available that accurately indicates backlog as renewable, hydrocarbon or mixed use. MYR Group will continue to investigate the feasibility of this disclosure.
	Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	IFO301-01	None
	Amount of back log for non-energy projects associated with climate change mitigation	Quantitative	IFO301-08	MYR Group provides specialty electrical construction services for a multitude of projects and is not always aware if a client or project owner is seeking such mitigation. MYR Group is investigating the feasibility of tracking such data for future disclosures.

SASB/TCFD SUMMARY TABLE



TOPIC	ACCOUNTING METRIC	CATEGORY	SASB CODE	DISCLOSURE OR LOCATION
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index ¹	Quantitative	IFO301-11	None
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	Quantitative	IFO301-12	None
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	Discussion and Analysis	IFO301-13	<p>MYR Group has a Code of Business Conduct and Ethics Policy ("Code of Ethics") located at investor.myrgroup.com/corporate-governance. Employees are required to read, acknowledge and abide by the Code of Ethics. Code of Ethics training is done annually. In accordance with the Code of Ethics, MYR Group maintains a hotline and website for anonymous reporting of bribery, corruption, and anti-competitive behavior (the "Hotline"). Posters with Hotline contact information are present at company offices and worksites. All Hotline events are fully investigated and forwarded to the Audit Committee of the Board of Directors. MYR Group maintains an Internal Audit Department focused on finding, investigating, and reporting breaches of the Company's Code of Ethics.</p>

GENERAL ACCOUNTING METRIC DISCLOSURES	UNIT OF MEASURE	CATEGORY	DISCLOSURE
Number of active projects	Quantitative	IF EN 000.A	2,944
Number of commissioned projects	Quantitative	IF EN 000.B	1,151
Total backlog	Quantitative	IF EN 000.C	Total backlog as of December 31, 2022: \$2.501 Billion

¹Refers to the cost of warranty re-work incurred related to MYR Group's contractual warranty obligations where explicitly tracked as such. MYR Group acknowledges that non-warranty re-work may occur during a project and it actively tracks project quality, productivity, and profitability with the goal of minimizing rework.

TCFD REPORTING

Reporting period January 1, 2022 – December 31, 2022



AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
Governance	Describe the Board's oversight of climate-related risks and opportunities.	<p>MYR Group's Board of Directors has ultimate oversight of MYR's approaches to considering, evaluating, and integrating climate-related risks and opportunities throughout the organization. The Board receives reports from management on MYR's progress, key issues and trends on a periodic basis. The Nominating, Environmental, Social, and Corporate Governance Committee of the Board of Directors (the Committee) has an integral role in executing the Board's oversight of sustainability generally and the company's climate change efforts. The Committee's charter was substantially updated in 2021 to include sustainability, environmental and climate issues and concerns that could affect the company, climate-related risks and sustainability strategy.</p> <p>The Committee is responsible for assisting the Board and engaging with management in determining whether MYR Group has appropriate policies, management systems, strategies, and initiatives in place to address climate issues and provides recommendations for any needed changes or updates in each of these areas. As appropriate the Committee incorporates sustainability and climate risks in discussions concerning business strategy, plans of action, risk management policies, and business planning. The Committee regularly receives reports from the management regarding: (i) the company's performance with respect to sustainability, climate matters and compliance with any related laws, (ii) significant proceedings relating to sustainability and climate risks in which MYR Group is or may become involved, (iii) significant legislation or regulations, judicial decisions, treaties, protocols, conventions or other agreements, public policies or other medical or scientific developments involving sustainability and climate issues that will or may have a material effect on the company's business, and (iv) MYR Group strategy and initiatives in the areas of sustainability and climate risk.</p> <p>The Committee oversees MYR's sustainability and climate objectives and considerations annually by reviewing, and, if necessary, making recommendations to the management and/or the Board on the company's policies, programs, practices, data, targets, and progress concerning sustainability and climate issues. The Committee meets quarterly and is comprised of four independent directors. For more information on the roles and responsibilities of the Committee, please see the Committee Charter.</p>
Governance	Describe management's role in assessing and managing climate related risks and opportunities.	<p>Management of climate-related risks and opportunities is led by the Chief Executive Officer and shared across various departments including legal, finance, risk management and operations to address the challenges presented by climate change. Management meets at least quarterly and provides leadership and guidance on sustainability and climate related practices, policies, and initiatives; and helps drive sustainability through the business. Potential environmental, social and climate risks (including reputational risk) associated with MYR Group's operations are discussed as well as mitigations of these risks. Management weighs the financial and operational benefits and costs of the various sustainability related initiatives.</p> <p>Management reports to the Board periodically and quarterly to the Nominating, Environmental, Social, and Corporate Governance Committee on the company's progress, policies, management systems, strategies, and initiatives to address climate issues. Management provides the Committee with reports on the company's performance with respect to sustainability, climate matters, MYR Group strategy and initiatives in the areas of sustainability and climate risk.</p> <p>Please see MYR's Environmental Policy at https://myrgroup.com/why-my-group/sustainability/ for more information on MYR's efforts for addressing environmental impacts.</p>
Strategy	Describe the impact of climate-related risks and opportunities on the organization's business strategy, and financial planning.	<p>The risks and opportunities above are listed in order of decreasing potential impact to the business. The magnitude of the potential variance caused by climate-related risks is uncertain. MYR Group continues to evaluate the potential impact of climate-related risks and opportunities on the organization's businesses.</p>
Strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios.	<p>We anticipate industry predictions of the potential impact of different scenarios, including a 2°C scenario (and less), on the organization's industry will become available and will be used as a starting point for building the analysis of the impact on MYR Group operations. As part of identifying risks MYR Group reviews available industry and peer disclosures.</p>

TCFD REPORTING

Reporting period January 1, 2022 – December 31, 2022



AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>MYR has identified the following climate related risks and opportunities:</p> <p>Risks</p> <ul style="list-style-type: none"> • Changes in insurance coverage, availability of coverage, availability of adequate insurance limits, higher insurance premiums, and larger self-insured retentions/deductibles. • Changes in market demand based on climate change as well as legal and regulatory requirements and trends. • Operational disruptions and accompanying project inefficiencies and delays that may not be recoverable from clients due to severe weather events. • Damage from severe weather events to construction work in progress. • Damage to MYR Group assets from severe weather events. • Reputational risk due to perceptions of the company's sustainability efforts. • Increased reporting and compliance costs due to new regulatory requirements, customer, shareholder, and stakeholder requests targeting climate change. • See also MYR's Annual Report Risk Factors. <p>Opportunities</p> <ul style="list-style-type: none"> • Demand for MYR Group construction services may increase as client demands increase to mitigate climate change. • Demand for MYR Group's renewable projects solutions may increase as client demands increase to mitigate climate change. • MYR Group performs work in response to severe weather events, demand for such work may increase.
Risk Management	Describe the organization's process for identifying and assessing climate-related risks.	<p>MYR Group utilizes an enterprise risk management system (the ERM) where operations and management identify risks, how the risk will be managed or mitigated, potential impacts, and the likelihood of the occurrence of the risk. Included in this system is an assessment of climate-related risks. Individual risks are rated on potential impact and likelihood of occurrence to create a Risk Score. A Risk Register is created which identifies a responsible party, any acts of mitigation, and an accompanying completion date. The Risk assessment, Risk score, and Risk Register are utilized to create Heat Maps, which groups risks together to help management identify priorities. Internal ERM newsletters are published to MYR Group periodically highlighting critical risks and accompanying mitigation strategies that arise out of the ERM process described above. Annually the Internal Audit Department completes a risk survey analysis, reviews the ERM tools, and reviews the ERM with the Board and management. The group focuses on the highest Inherent Risk Rated and Control Risk Rated items that are identified by the audit, compares those to third-party risk survey data and discusses risk mitigation strategies.</p>
	Describe the organization's process for managing climate-related risks.	
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's risk management.	
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>MYR Group discloses Scope 1 and Scope 2 green house gases along with our water usage, on page 12 of this report. We are investigating the feasibility of disclosing Scope 3 emissions. We are also establishing methodologies and practices to increase climate-related risk disclosures. One area of focus is the Sustainability Accounting Standards Board Engineering and Construction Services (SASB) metrics which are included in Appendix A. MYR Group is reviewing additional applicable metrics and tracking strategies in order to track climate-related matters, including greenhouse gas emissions, and to develop targets.</p>
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

SCOPE 1 AND SCOPE 2 GREEN HOUSE GAS METRIC ACCOUNTING AND REPORTING METHODOLOGY

MYR Group seeks to provide disclosures on certain of its Green House Gas (“GHG”) emissions. The following is a description of the methodology used for calculating MYR Group GHG emissions disclosed in this report. Please note that all calculations are based on estimates and information available to MYR Group at the end of the 2022 calendar year. MYR Group believes the metrics in this report are a reasonably accurate estimation of MYR Group’s 2022 Scope 1 and Scope 2 GHG metrics calculated as described below. However, MYR Group does not warrant these metrics are free from error and reserves the right to make corrections to these metrics in the future if required. MYR Group’s Scope 1 and Scope 2 emissions are based on the Environmental Protection Agency (EPA) guidance provided in its December 2020 publication titled “Greenhouse Gas Inventory Guidance” (the “Guidance”) as found on the EPA website <https://www.epa.gov/climateleadership/scope-1-and-scope-2-inventory-guidance>. The Guidance states that the EPA’s Center for Corporate Climate Leadership has based its recommendations on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (the “Green House Gas Protocol”), developed by the Work Resource Institute (“WRI”) and the World Business Council for Sustainable Development (“WBCSD”). In an effort to disclose results in line with the Greenhouse Gas Protocol, MYR Group used the Greenhouse Gas Protocol’s “GHG Emissions Calculating Tool” spreadsheet found at <https://ghgprotocol.org/ghg-emissions-calculation-tool> for both its Scope 1 and Scope 2 emissions.

SCOPE 1 EMISSIONS

For Scope 1 emissions from the natural gas purchased by our corporate and subsidiary offices (“Stationary Combustion”), MYR Group used the section of the Guidance titled “Direct Emissions from Stationary Combustion Sources.” For the Scope 1 emissions from fuel used by MYR fleet vehicles (Mobile Combustion) MYR used the section of the Guidance titled, “Direct Emissions from Mobile Combustion Sources.” MYR Group’s Scope 1 metrics and related targets currently exclude direct fugitive emissions from refrigerants, therefore the section of the Guidance titled “Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases” was not used.

STATIONARY COMBUSTION

The Scope 1 emissions for MYR Group’s Stationary Combustion includes sixty-five (65) corporate and subsidiary office locations. However, MYR Group’s Scope 1 Stationary Combustion metrics EXCLUDE all other locations, including but not limited to, jobsites, job trailers, lay down yards, and emissions from employee’s working from home. The Scope 1 Stationary Combustion metrics also do not include Biomass Fuels, Waste-Derived Fuels, and Non-Combustion Emission Sources (each as defined by the Guidance).

Based on the data available to MYR Group through an internal review of invoices from the natural gas utility providers to our various offices, our Stationary Combustion Scope 1 Emissions are based on a fuel input analysis in which carbon factors are applied to fuel input to determine emissions. Note that MYR Group is not reporting GHG emissions under 40 CFR Part 75 (Appendix G- the Acid Rain Program) and therefore MYR did not seek to follow the fuel analysis method under 40 CFR Part 98. Additionally, the carbon content of

the fuel consumed by MYR Group was not known at the time of calculation, therefore “Equation 3” in the “Direct Emissions from Stationary Combustion Sources” section of the Guidance was not utilized. Instead, MYR Group utilized “Equation 1” and “Equation 2” as defined by this section of the Guidance.

“Equation 1 or 2”

“Equation 1,” as defined by the “Direct Emissions from Stationary Combustion Sources” section of the Guidance, was utilized by MYR Group for corporate and subsidiary offices where natural gas consumption was known in mass or volume unit, but the heat content (HHV) of the gas was not known. For these offices MYR utilized the HHV factor of 0.001026 mmBtu/scf as provided by the Guidance. However, when the HHV of the natural gas was provided by the applicable utility, MYR Group utilized “Equation 2.”

MOBILE COMBUSTION

MYR’s Mobile Combustion Scope 1 emissions are based on fuel input analyses in which carbon factors are applied to fuel input to determine emissions. As the fuel heat content and carbon content of fuel MYR Group’s fleet used in 2022 is not available, MYR utilized “Equation 1” from the “Direct Emissions from Mobile Combustion Sources” section of the Guidance to calculate CO2 emissions from fleet fuel consumption.

MYR Group Mobile Combustion metrics are based on fuel purchase reports for the 2022 calendar year according to fuel type, quantity, and equipment type. For certain purchases, either fuel type or equipment type were not available. For such purchases, MYR Group assumed a 50/50 split between gasoline and diesel for fuel type and a 50/50 split between “light duty trucks” and “medium/heavy duty vehicles” for equipment type as such terms are utilized by the “GHG Emissions Calculating Tool.”

SCOPE 2 EMISSIONS

MYR Group’s Scope 2 emissions metric is based on the section of the Guidance titled “Indirect Emissions from Purchased Electricity.” MYR Group’s Scope 2 metric includes sixty-five (65) corporate and subsidiary office locations. However, it EXCLUDES all other locations, including but not limited to, jobsites, job trailers, lay down yards, and emissions from employee’s working from home. The activity data used for this calculation was the amount of electricity used at the locations noted above according to utility bills provided by the applicable electrical provider. MYR utilized Equation 1 from his section of the Guidance.

WATER USAGE REPORTING METHODOLOGY

MYR Group’s water usage metrics disclosure includes MYR’s sixty-five (65) corporate and subsidiary office locations. However, it EXCLUDES all other locations, including but not limited to, jobsites, job trailers, lay down yards, and emissions from employee’s working from home. The activity data used for this calculation was amount of water used at the locations noted above according to utility bills provided by the applicable water utility. The metric provided is based solely on total water usage.





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