



Sustainability Report Supplement

Fiscal Year

20
22

GHG EMISSIONS INVENTORY

This sustainability update contains EMCOR's Greenhouse Gas emissions inventory across scopes 1, 2, and 3 for calendar year 2022. We align our emissions reporting with the Greenhouse Gas Protocol, and this update is further informed by the Sustainability Accounting Standards Board (SASB) framework for Engineering & Construction Services.

For more information about our sustainability initiatives, please visit the sustainability page of our website at www.emcorgroup.com

Forward-Looking Statements

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

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

Certain of the risk factors associated with EMCOR's business are also discussed in Part I, Item 1A "Risk Factors," of the Company's 2022 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.

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 has also started to participate in the energy transition by leveraging its expertise in industrial services to construct and maintain renewable energy projects, including solar generation. It is also expected to participate in carbon capture technologies.

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 our baseline year of 2021, 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 emissions factors. EPA emission factors for stationary combustion were utilized for all Scope 1 mobile sources as EMCOR tracks its fleet emissions through volumetric fuel consumption.

Scope 2 indirect emissions were calculated via a location-based methodology, utilizing average emissions factors from electricity grids (eGRID emissions factors). EMCOR

currently does not participate in any power purchase agreements, nor did we purchase any renewable energy credits in 2022. Therefore, market-based emissions are the same as the location-based emissions calculated for FY22.

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

GhG Emission Disclosures

Greenhouse Gas Emissions

The tables in this sustainability update summarize EMCOR's GhG emissions for fiscal year 2022 as prepared in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard published by the World Resources Institute/World Business Council for Sustainable Development.

GhG Emissions

Metric tons of CO2e	FY22
Scope 1	170,536
Scope 2	20,652
TOTAL SCOPE 1 & 2 EMISSIONS	191,188
Scope 3	1,523,561
TOTAL GHG EMISSIONS	1,714,749

Energy Consumption

Fuel Type	MWh
Natural Gas	51,978
Gasoline	525,465
Diesel	133,666
Electricity	56,651
#2 Fuel Oil	22
Propane	46
Kerosene	2,847
TOTAL	770,675

GhG Emission Intensity Metrics

FY22 Emissions Scope	metric tons/ \$ revenue	metric tons/ labor hour	metric tons/ capita
Scope 1	0.000015	0.0022	4.80
Scope 2	0.000002	0.0003	0.58
Scope 3	0.000138	0.0197	42.92
TOTAL	0.000155	0.0221	48.30

GhG Emission Disclosures

GhG Emissions Speciated by Gas

FY22 (metric tons)					
Scope 1 & 2 Speciated Emissions	C02	CH4	N2O	Other GhGs	C02e
Diesel	33,853	1	0	-	33,997
Gasoline	125,933	5	1	-	126,399
Natural Gas	9,411	0	0	-	9,421
Other Fuels	717	0	0	-	720
Scope 1 Emissions	169,914	7	2	-	170,536
Electricity	20,547	2	0	-	20,652
Scope 2 Emissions	20,547	2	0	-	20,652
TOTAL SCOPE 1 & 2 EMISSIONS	190,461	8	2	-	191,188
Scope 3 Speciated Emissions	C02	CH4	N2O	Other GhGs	C02e
Category 1: Purchased Goods & Services	1,033,347	3,528	90	63,443	1,219,759
Category 2: Capital Goods	7,116	23	1	352	8,296
Category 3: Fuel-and-Energy Related Activities	-	-	-	-	49,126
Category 4: Upstream Transportation and Distribution	3,301	5	0	50	3,530
Category 6: Business Travel	8,923	40	1	104	10,431
Category 7: Employee Commuting	23,103	1	1	-	23,260
Category 11: Use of Sold Products	200,948	16	2	-	202,053
Category 12: End of Life Treatment of Sold Products	-	-	-	-	7,105
TOTAL SCOPE 3 EMISSIONS	1,276,738	3,613	95	63,949	1,523,561
TOTAL GhG EMISSIONS	1,467,199	3,622	96	63,949	1,714,749

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	EPA Emissions Factor Hub, 2023	https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Scope 2 (US)	EPA Emissions Factor Hub, 2023	https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Scope 2 (UK)	UK DEFRA Conversion Factors, 2022	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022
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, 2022	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022
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, 2023	https://www.epa.gov/climateleadership/ghg-emission-factors-hub

EMCOR Group 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 2022, with DEFRA 2021 factors being the most relevant for US electricity WTT and T&D emissions.

SASB Disclosures

The following table summarizes EMCOR's disclosures for fiscal years 2022 and 2021, 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	2022 Reported Amount	2021 Reported Amount	Unit Of Measure	2022 EMCOR Commentary	Code
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	9	6	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	\$2.3 million	\$3.0 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	\$3.0 million	\$4.7 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	1.1	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	132	118	Number	As of December 31, 2022, these projects represent aggregate contract value of \$3.75 billion and collectively accounted for \$800 million, or just over 7%, of our total 2022 revenues. The value of our remaining performance obligations associated with these projects, at December 31, 2022, was approximately \$1.1 billion, or nearly 15% of our total remaining performance obligations.	IF-EN-410a.1
	Number of active projects seeking certification to a third party multi-attribute sustainability standard	364	296	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	2022 Reported Amount	2021 Reported Amount	Unit Of Measure	2022 EMCOR Commentary	Code
Climate Impacts of Business Mix	Amount of backlog for hydrocarbon related projects	\$122.4 million	\$117.6 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	\$195.4 million	\$61.8 million	USD	During 2022, we recognized revenue of approximately \$140 million from renewable energy projects with an aggregate contract value of approximately \$513 million.	IF-EN-410b.1
Business Ethics	Number of active projects in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	-	-	Number	The Company did not have any active projects, or remaining performance obligations associated with any projects being performed in countries with the 20 lowest rankings in Transparency International's Corruption Perception Index.	IF-EN-510a.1
	Amount of backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	-	-	USD		IF-EN-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	-	-	USD	The Company did not incur any monetary losses as a result of legal proceedings associated with charges of bribery or corruption or anti-competitive practices.	IF-EN-510a.2



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