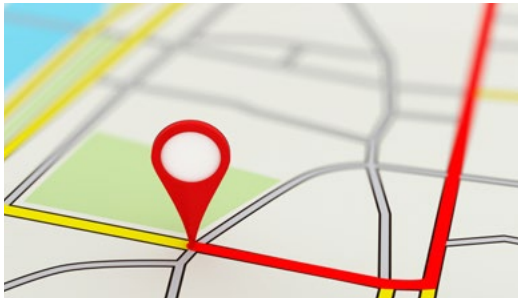
EMCOR

sustainability report

FISCAL YEAR 2021



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Forward-Looking Statements

This report certain forward-looking statements. Such statements speak only as of the date of this report, and EMCOR assumes no obligation to update any such forward-looking statements, unless required by law. These forward-looking statements may include statements regarding anticipated future operating and financial performance; our ability to assist our customers' transition to a cleaner environment and more sustainable solutions; that our operations will continue to support America's energy transition, including the renewable energy and renewable fuel markets; our energy and emission goals and workplace safety goals and our ability to achieve such goals; our initiatives to support science-based targets in alignment with the Science Based Targets initiative (SBTi); and our remaining performance obligations. These forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from those anticipated (whether expressly or implied) by the forward-looking statements. Accordingly, these statements do not guarantee future performance or events. Applicable risks and uncertainties include, but are not limited to, adverse effects of general economic conditions; climate change and related environmental issues; market or regulatory responses to climate change; domestic and international political developments; changes in the specific markets for EMCOR's services; adverse business conditions, and inflationary trends more generally, including fluctuations in energy costs; the impact of legislation and/or government regulations; availability of alternative energy solutions and vehicles; increased competition; and unfavorable developments in the mix of our business.

In particular these forward-looking statements may be based on assumptions and expectations that are necessarily uncertain and may be prone to error or subject to misinterpretation given the inherently long timelines and the lack of a single approach to identifying, measuring and reporting on such matters. Calculations, statistics and certain facts included in forward looking statements may be based on third-party information, current estimates, assumptions and projections and therefore, subject to change. These forward-looking statements and statements regarding our environmental, social and governance measures have not been assured or verified by independent third parties. The statements are not intended to create legal rights or obligations.

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

INTEGRITY

DISCIPLINE

TRANSPARENCY

mission *first* people *always*

MUTUAL RESPECT & TRUST

COMMITMENT TO SAFETY

TEAMWORK

While 2021 continued to present challenges for EMCOR, we delivered strong performance for our customers and shareholders in 2021.

Our Mission First, People Always values remained our compass—guiding us through the ever-changing pandemic environment and allowing us to keep our employees safe while performing for our customers.

We are fortunate that our services are essential to our clients and thus, sustainable. We construct their most important facilities from data and fulfillment centers to hospitals, factories, refineries, and office buildings. In addition, through retrofits and maintenance activities, we help make such facilities more efficient and safe.

Our clients look to us to help them reduce their own carbon footprint and achieve their efficiency and sustainability goals. This is accomplished through services such as lighting retrofits, mechanical and electric solutions that minimize energy consumption, and the construction of cogeneration power plants, fuel cell facilities and solar and wind projects. Our companies design, construct and maintain these essential tools in the global response to climate change.

During the pandemic, we enhanced and expanded our indoor air quality (IAQ) services, helping our customers keep their employees and own clients safe, and allowing them to remain open and productive. Innovative solutions such as UV-C technology and ionization air purification have become essential to building systems, not only helping to improve facility wellness, but also increasing mechanical efficiency and making their operations more sustainable.

We have introduced initial goals to reduce our carbon footprint and improve the efficiency and sustainability of our own operations. We continue to implement programs to increase the number of electric and hybrid vehicles in our fleet and introduced alternative energy solutions at our facilities. We also invested in the development of the Texas Capricorn Wind Project, allowing us to earn carbon credits to offset our own carbon footprint.

We have always prioritized employee health and safety. It is one of our core values. **Accomplishing the mission while taking care of our people—that is what EMCOR is about.**

TONY GUZZI

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

GOVERNANCE QUALITYSCORE 1
HIGHEST RANKED BY ISS ESG

BRONZE 2021 ecovadis Sustainability Rating

MSCI ESG RATINGS AA
CCC | B | BB | BBB | A | AA | AAA

USGBC MEMBER
GOLD
Since 2005

2021 Safety
1.06
TRIR

CNA
Safety Award for Safety Innovation

FORTUNE
Fortune 500 Company

mission *first*

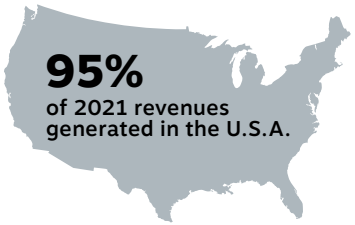
INTEGRITY
In everything we do

DISCIPLINE
Execution with precision, efficiency, competence and professionalism

TRANSPARENCY
Sharing information to facilitate communication

Operating Results Summary

In 2021, we had revenues of approximately $9.9 billion, of which approximately 60% were generated from our construction operations, approximately 30% were generated from our building services operations, and approximately 10% were generated from our industrial services operations. Our revenues are derived from many different customers in numerous industries, which have operations in several geographic areas. Of our 2021 revenues, approximately 95% were generated in the United States and approximately 5% were generated outside the United States, substantially all in the United Kingdom.



Corporate Governance

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

EMCOR CORPORATE GOVERNANCE

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

Board/Committee Independence

- Independent Lead Director with specified duties and responsibilities
- Independent Board (8 of 9 Directors)
- Fully independent Audit, Compensation and Personnel, and Nominating and Corporate Governance Committees

Board Practices

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

Stock Ownership/ Compensation

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

Accountability

- Annually elected Board
- Stockholder right to call a special meeting
- Majority voting standard in director elections
- Stockholder ability to amend by-laws with majority vote
- Proxy access right

BOARD COMMITTEES AND RISK OVERSIGHT

We have fully independent Board Committees

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

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

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

Lifecycle Impacts of Buildings & Infrastructure

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

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

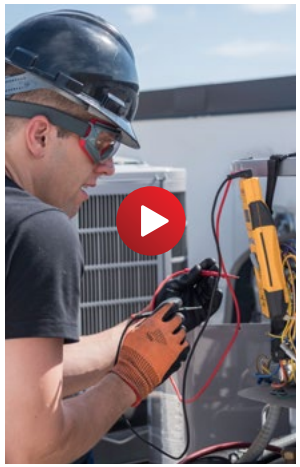
Our energy services and capabilities include:

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

Lifecycle Impacts of Buildings & Infrastructure

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

ENERGY EFFICIENCY PROJECT



During 2021, we completed 118 projects which were certified to such standards and were engaged in approximately 296 other projects which were active (but not yet completed) and were seeking such certification. These projects represent aggregate contract value of $3.0 billion and collectively accounted for approximately $1.0 billion, or just over 10%, of our total 2021 revenues. At December 31, 2021, the value of our remaining performance obligations (a measure of the remaining revenue to be recognized from uncompleted contracts) associated with projects seeking certification to a third-party multi-attribute sustainability standard was approximately $775 million, or nearly 14% of our total remaining performance obligations.

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

2021 CERTIFIED PROJECTS

$3.0 BILLION	10% OF TOTAL REVENUE	$775 MILLION	or 14%
Aggregate Contract Value			of Total Remaining Performance Obligations

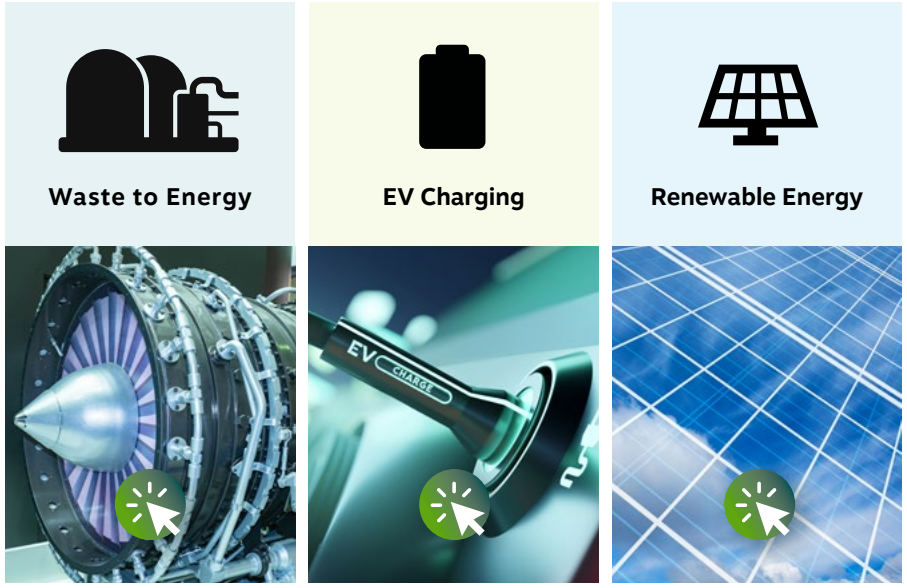
Climate Impacts of Business Mix

Renewable Energy Projects

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

During 2021, we recognized revenues of approximately $131 million from renewable energy projects with an aggregate contract value of approximately $317 million. As of December 31, 2021, the value of our remaining performance obligations associated with these contracts was approximately $62 million.

RENEWABLE ENERGY PROJECTS



$131 MILLION Revenue from Renewable Energy Projects

$317 MILLION Aggregate Contract Value

Climate Impacts of Business Mix

CASE STUDY

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

Over 5,000 heat exchangers cleaned, equating to 3.5 million tubes reused.

Hydrocarbon Related Projects

Demand for certain of our services, primarily those of our industrial services business, which generated approximately 10% of our 2021 revenues, is highly dependent on the strength of the oil and gas and related industrial markets. These services are largely performed for refineries and petrochemical plants and often involve projects which are directly associated with the hydrocarbon value chain, including, but not limited to: hydrocarbon infrastructure services and maintenance, hydrocarbon power generation, and hydrocarbon-related downstream services. As of December 31, 2021, the value of our remaining performance obligations associated with hydrocarbon-related projects was approximately $118 million.

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

Climate Impacts of Business Mix

Impacts of Global Climate Change on Demand for Our Services

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

The demand for certain of our electrical and mechanical construction services, as well as our building services, is impacted by many factors, including: (a) shifts in energy costs, (b) the advancement of new technologies aimed at improving efficiency or reducing emissions, and (c) environmental factors such as variability in weather patterns or temperatures, rising sea levels, or increases in the frequency and/or severity of accute weather events. Increased demand for our services aimed at mitigating or addressing these impacts could benefit our results of operations. For example, based on our 2021 revenues, a 10% increase in the revenues generated by our electrical and mechanical construction operations as well as our building services operations would have favorably impacted our consolidated revenues by approximately $900 million.

Conversely, as referenced on page 9, we have certain businesses, particularly our industrial services operations, whose results are highly dependent on the strength of the oil and gas and related industrial markets. A decrease in the demand for oil and gas, including a decrease in demand driven by either a change in consumer preferences or an increase in the use of alternate energy sources, could result in a reduction in revenues for these businesses. For example, based on our 2021 revenues, a 10% decrease in demand for the service offerings of these businesses would have resulted in a decrease in our consolidated revenues of approximately $100 million. However, as demonstrated by the solar project on page 8, these operations will continue to support America's energy transition, including the renewable energy and renewable fuel markets.

Sustainable Practices in our Operations

At EMCOR, we are also applying our expertise and partnering with outside experts to improve our own energy consumption. This takes the form of changes big and small, from reducing the fuel consumption of our fleet of over 12,000 service vehicles by shifting to a more fuel efficient vehicle mix and using GPS to find the most direct routes to and between jobs, to reducing energy draw by installing solar panels at specific field locations, to applying our depth of knowledge in energy efficiency to design, install, and maintain electrical and environmental control systems at our own facilities to optimize our energy efficiency.

Over time, we have implemented a broad array of internal programs to track, analyze and improve our carbon footprint and energy efficiency. These include launching in 2015 a company-wide carbon footprint analysis to provide detailed breakdowns of energy usage by company including fuel consumption tracking, vendor source type and carbon dioxide equivalency; installing and maintaining more energy efficient electrical and environmental control systems at our facilities; and where applicable, adding on-site solar capture for use in some of our facilities.

EMCOR companies produced an estimated 170,358 metric tons of combined Scope 1 and Scope 2 greenhouse gas ("GhG") emissions in 2021, or approximately 145,358 metric tons after carbon offsets. This total includes Scope 1 direct emissions generated from fuel (gasoline and diesel) used in our vehicles and equipment and natural gas consumed in our operations, as well as Scope 2 indirect emissions from the purchase of electricity for our facilities. Approximately 83%, or 141,292 metric tons, of EMCOR's Scope 1 and Scope 2 GhG emissions came from the consumption of fuel for our fleet of service vehicles, while the remaining 17%, or 29,066 metric tons, came from electricity and natural gas consumed by our operations at their offices and facilities.

In addition to Scope 1 and Scope 2 GhG emissions, EMCOR produced an estimated 1,803,580 metric tons of Scope 3 emissions, predominantly from our purchase of goods and services, notably materials and equipment for use on our construction and services contracts.

Refer to Appendix B for further disclosure regarding our GhG emissions.

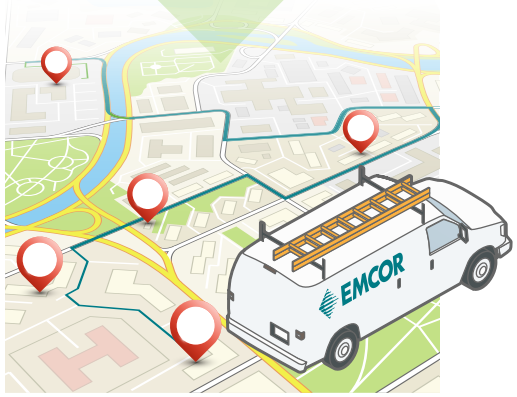
INITIAL 2035 ENERGY AND EMISSION GOALS

30-40%

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

20%

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



The implementation of **new data collection methodologies** ensures our reporting is more relevant, complete, consistent, transparent, and accurate as we improve emissions reporting and progress on our sustainability goals.

Sustainable Practices in our Operations

In recognition of the importance of reducing global net carbon emissions in the coming decades to prevent the worst consequences of climate change, we have planned to achieve a 20 percent reduction in our per capita Scope 1 and Scope 2 GhG emissions by 2035 (based on a 2021 baseline, following a determination that 2020 would not be a representative baseline due to improvements in our emissions calculation methodologies and the adverse impact of the COVID-19 pandemic in that year). Through this process, we had initially set a target of reducing our use of carbon-based fuels across our service fleet on a per capita basis by 30 to 40 percent by 2035 (once again using a 2021 baseline). Current projects include working with most of the major vehicle manufacturers to pilot and test more fuel-efficient vehicles, although these initiatives have been impacted by the global shortage in supply of vehicles generally.

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

During 2021, we purchased nearly 25,000 metric tons of carbon credits to help us offset our own carbon footprint. For example, we invested in the Texas Capricorn Ridge Wind Project through *Carbonfund.org*. This project will generate 662.5 megawatts of energy while adding a tax base to Sterling and Coke Counties and creating no air or water pollution. It will generate enough energy for 220,000 homes and employ a staff of 36.

SCOPE 1 AND SCOPE 2 ENERGY AND CARBON METRICS AND GOALS

2021 ENVIRONMENTAL IMPACT

150,613 **metric tons of Scope 1 GhG** emissions in 2021

19,745 **metric tons of Scope 2 GhG** emissions in 2021

15.8M gallons of diesel and gasoline consumed

55.9M kWh of electricity used

171.0M cubic feet of natural gas consumed

KEY SOURCES OF EMISSIONS

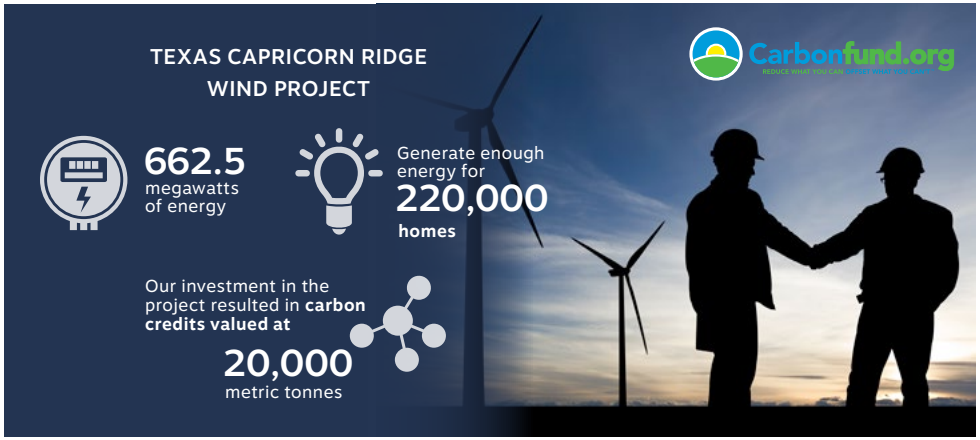
83% of emissions came from **vehicle fuel consumption**

17% of emissions came from consumption of **electricity and natural gas at offices and facilities**

INITIAL 2035 ENERGY AND EMISSIONS GOALS

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

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



Sustainable Practices in our Operations

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

We have established a Sustainability Task Force and Steering Committee to explore, develop, and define strategies and best practices to meet and track EMCOR's sustainability goals and report its findings and recommendations to EMCOR's Board of Directors. Members of each committee include LEED-certified engineers and the same experts who are hired by our customers to help improve their own energy efficiency.

We believe our programs and monitoring activities have been effective in ensuring compliance with environmental permits, standards, and regulations. During 2021, the number of instances of non-compliance with environmental regulations involving waste, emissions, and oil or hazardous substance spills was limited to six, of which only two required reporting to a regulatory agency, and the cumulative costs associated with all such instances was immaterial.

~100 EMCOR SUBSIDIARY COMPANIES

200+ PHYSICAL LOCATIONS ACROSS THE UK AND 37 U.S. STATES

Scale of EMCOR's Carbon Tracking Program

100+ designated data "collectors" and "managers" responsible to capture and furnish required information

500 (est.) traditional utility company accounts with numerous additional "fuel" vendors

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

Scale of EMCOR's Environmental Inspection Program

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

EMCOR UK

EMCOR UK is utilizing science-based targets in alignment with UN Sustainable Development Goals and has committed to net-zero carbon emissions by 2030. **Four initiatives support their sustainability efforts:**

SUSTAINABILITY EFFORTS

ROUTE ZERO

EMCOR UK works with clients to develop a strategic roadmap to becoming carbon zero by utilizing efficient utility procurement, building management technologies, alternative energy generation, automation, and more—all paired with cost-effective funding solutions.

CARBON NEUTRALITY

EMCOR UK has committed to offsetting annual emissions through carbon allowances and other initiatives, including one chosen by employees in 2021 to provide fuel-efficient stoves to communities in Uganda.

ELECTRIC FLEET

EMCOR UK's nearly 1,000-vehicle fleet accounts for a significant portion of their direct GhG emissions. They've begun transitioning to zero-emission vehicles and electric vans, integrated technologies for route efficiency, and implemented programs that encourage clients to transition to electric fleets.

SUPPLY CHAIN SUSTAINABILITY DASHBOARD

The dashboard gathers data from supply chain partners on things like environmental management, carbon output, waste, and more to establish sustainability benchmarks— allowing EMCOR UK to set reduction targets and support supply partners in reducing their impact.

OTHER LONG-TERM EFFORTS TO PROMOTE SUSTAINABILITY INCLUDE: **ISO certifications around environmental management systems and sustainable procurement, as well as proactive work-from-home and business travel policies.**

Structural Integrity & Safety

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

During 2021, we incurred warranty expenses, a proxy for the amount of our defect- and safety-related rework costs, of approximately $3 million. During the same period, the amount of monetary losses, excluding legal fees, associated with defect-related incidents was just under $5 million, which represents payments made during the period for ongoing construction defect insurance claims. At less than 0.1% of our consolidated 2021 revenues, we believe these costs reflect the excellence of our skilled workforce and our commitment to structural integrity and quality control.

of Consolidated 2021 Revenue

Commitment To Safety Throughout Our Operations

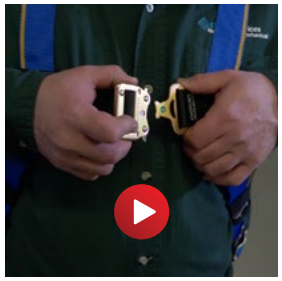
Striving for zero injuries is a core value of EMCOR and its approximately 100 operating companies. EMCOR's relentless focus on safety has yielded steady improvement since 2003, and clear results, of which we are always proud but never satisfied.

EMCORSQP
SAFETY **QUALITY** PRODUCTIVITY

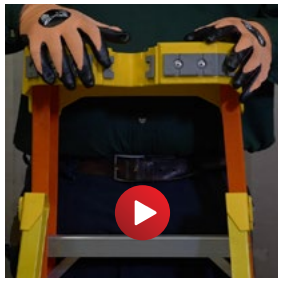
Our improvement is the result of:

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

GOOD WORK PRACTICES



HARNESS SAFETY



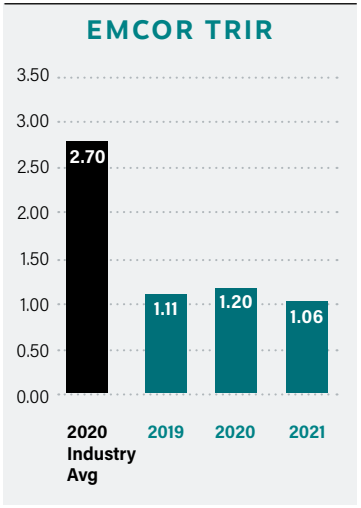
LADDER SAFETY

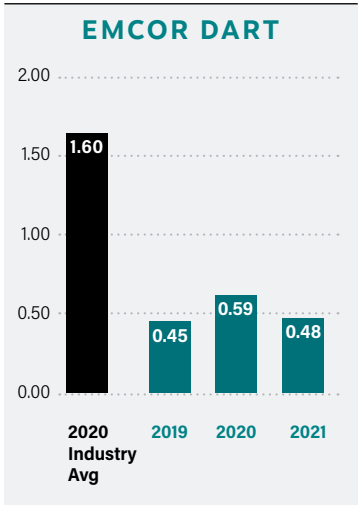
VEHICLE INSPECTIONS

Commitment To Safety Throughout Our Operations

SCALE OF SAFETY PERFORMANCE IN 2021:

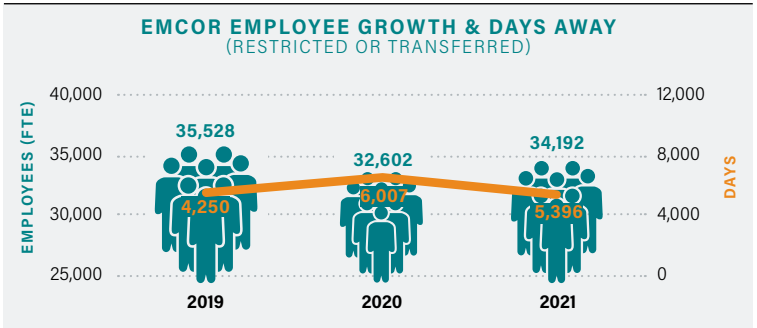
- **Focus on Leading Indicators:** EMCOR companies report first aid cases and other leading indicators. Today there are 1.8 first aid cases reported for every OSHA Recordable Injury, helping us to better identify risk.
- **Focus on Good Work Practice in key areas:** EMCOR has deployed online safety training available to any employee. In 2021, more than 12,000 online safety courses were completed.
- **Focus on Leader Development:** EMCOR's partnership with the Board of Certified Safety Professionals (BCSP) facilitates safety leadership development for qualified employees by eliminating obstacles to safety credentialing. 18 Safety Professionals received an ASP/CSP, CHST or STS/STS-C credential in 2021.





Source for Industry Data: BLS, NAICS Code 2382: Specialty Trade Contractors; Building equipment Contractors

Workforce Health & Safety



	2020 Industry average for a company the size of EMCOR	2019	2020	2021
Hours	76,000,000	79,168,657	73,039,395	76,325,609
DART Cases	608	180	216	183
Days Away	NA	4,250	6,007	5,396
Recordable Injuries	1,026	441	436	406
TRIR	2.70	1.11	1.20	1.06
DART	1.60	0.45	0.59	0.48
Employees (FTE)[1]	36,500	35,528	32,602	34,192

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

Source for Industry Data: BLS, NAICS Code 2382: Specialty Trade Contractors; Building equipment Contractors.

EMCOR maintains a strong commitment to safety throughout our operations, striving for a zero injury environment and culture across our 100 operating companies. Our position as an industry leader in safety begins with a strong culture of care and vigilance and is supported by a comprehensive suite of training, resources, and analytics. Our Board oversees human capital management including employee safety, training, development and, with our Compensation and Personnel Committee, succession planning.

We believe that our focus on employee safety and well-being is reflected in our results. In a year in which our employees worked a total of approximately 76 million hours, the second highest in our history, the Company's Total Recordable Incident Rate in 2021 was approximately 1.06, our lowest rate ever. It was nearly 60% lower than the most recently available industry average of 2.70.

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

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

Business Ethics

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

Our policies require that all our employees, subcontractors, vendors, and agents worldwide must comply with our Global Anti-Corruption Compliance Policy, Global Human Rights Policy and with anti-bribery laws, including the U.S. Foreign Corrupt Practices Act and the U.K Bribery Act of 2010. During 2021, the Company did not incur any material monetary losses as a result of legal proceedings associated with charges of bribery or corruption or anti-competitive practices.

The majority of our work is performed in the United States and United Kingdom. At December 31, 2021, we had remaining performance obligations of approximately $5.6 billion, of which approximately 98% related to projects and services being performed by our United States subsidiaries and approximately 2% related to projects and services being performed by our United Kingdom building services subsidiary. The Company did not have any active projects, or remaining performance obligations associated with any projects, being performed in countries with the 20 lowest rankings in Transparency International's Corruption Perception Index.

SUSTAINABILITY POLICIES & PROGRAMS

Environmental Overview Handbook
View our handbook

Human Rights Policy
View our policy

Code of Business Conduct & Ethics
View our code

Vendor Code of Conduct
View our code

Conflict Minerals Report
View our report

people *always*

MUTUAL RESPECT AND TRUST
Treating people with dignity and consideration and encouraging openness and cooperation

COMMITMENT TO SAFETY
Zero accidents

TEAMWORK
Working together to develop and unleash our full potential to achieve exceptional results for our customers and shareholders

Training

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

Our senior leaders and human resources professionals also take in-depth training on implicit bias and inclusive decision-making.

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

Subject	Number of Compliance Courses Provided to EMCOR EEs (2021-2022)
Diversity, Equity & Inclusion	**12,086**
Code of Business Conduct & Ethics	**12,535**
Harassment Prevention	**18,501**
Data Privacy	**3,943**
Security Awareness	**57,733**

Leadership Development Opportunities at EMCOR

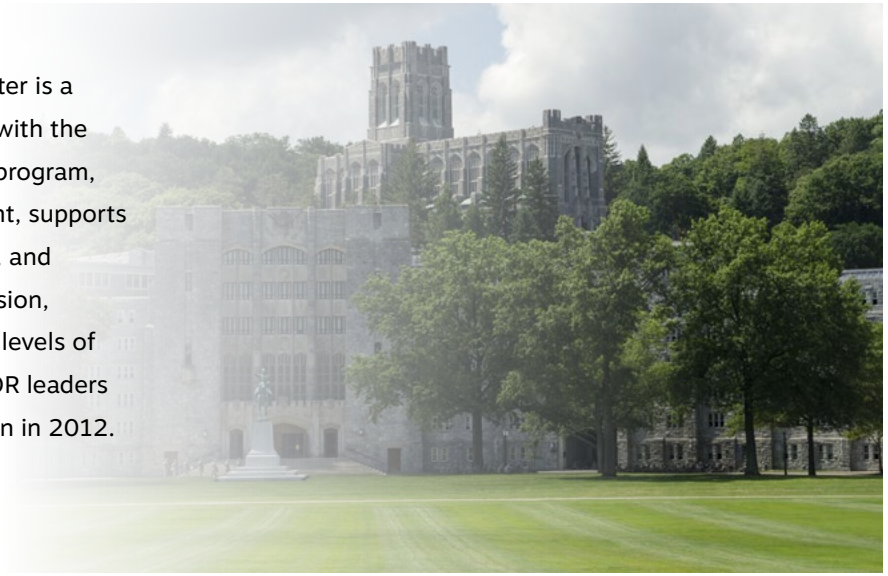
EMCOR offers its senior executives two distinct leadership development programs.

Leadership for Results EMCOR's Executive Leadership Program "Leadership for Results" has been developed with the objective of positioning EMCOR as the industry leader well into the future, and is designed specifically for leaders who make an impact on our organization. Located on the campus of Babson College in Wellesley, MA, the program helps develop entrepreneurial leaders who create opportunities to drive growth, live out our EMCOR values, and foster diversity and inclusion. 398 employees have attended 15 programs since its inception in 2007.

BABSON / EXECUTIVE EDUCATION

TLDG AT WEST POINT

Leading with Character Leading with Character is a program created by EMCOR in collaboration with the Thayer Leadership Development Group. The program, held at the historic Thayer Hotel at West Point, supports EMCOR's focus on strengthening our leaders, and highlights our commitment to diversity, inclusion, and building leaders who display the highest levels of competence and character. 409 senior EMCOR leaders have attended 14 programs since its inception in 2012.



Leadership Development Opportunities at EMCOR

Degree Assistance Program

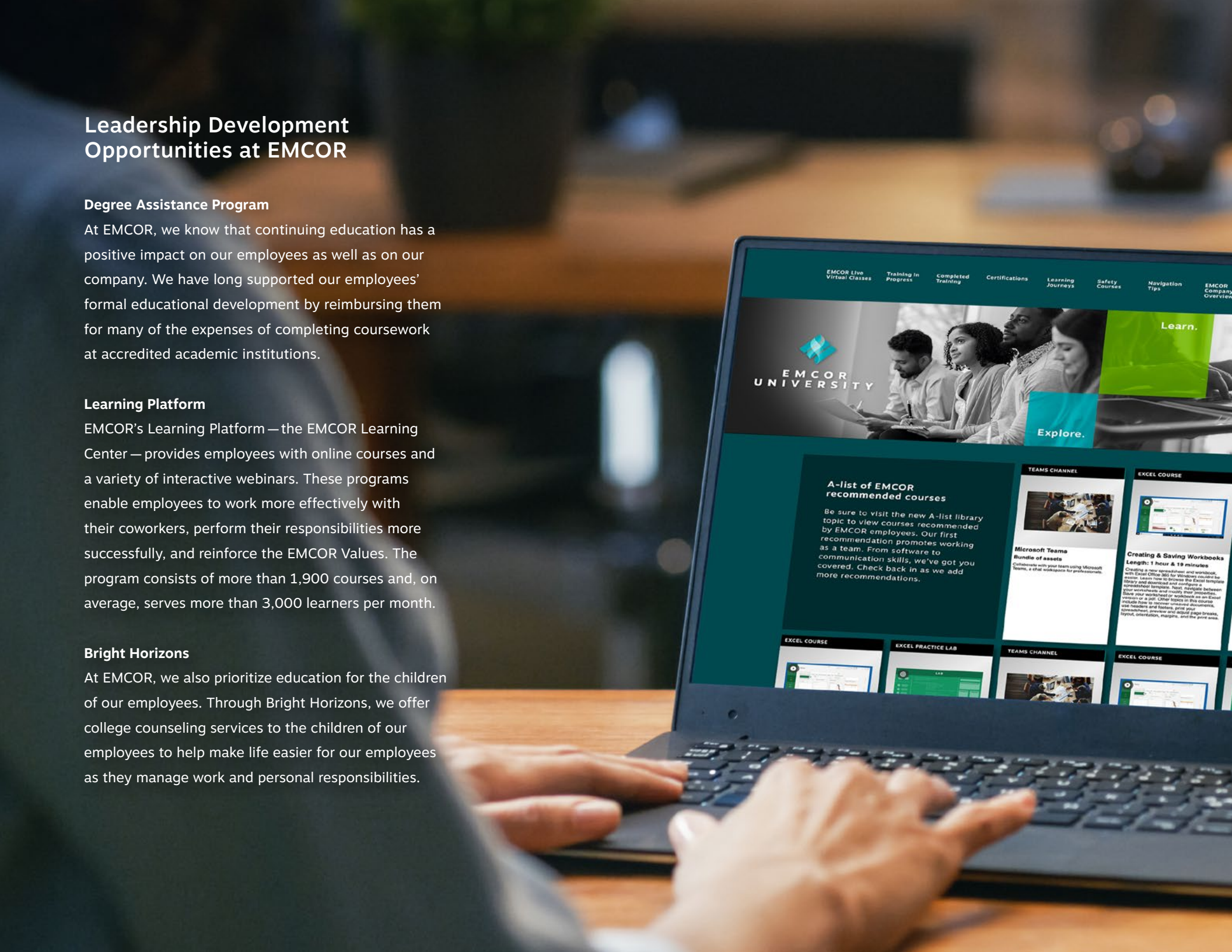
At EMCOR, we know that continuing education has a positive impact on our employees as well as on our company. We have long supported our employees' formal educational development by reimbursing them for many of the expenses of completing coursework at accredited academic institutions.

Learning Platform

EMCOR's Learning Platform — the EMCOR Learning Center — provides employees with online courses and a variety of interactive webinars. These programs enable employees to work more effectively with their coworkers, perform their responsibilities more successfully, and reinforce the EMCOR Values. The program consists of more than 1,900 courses and, on average, serves more than 3,000 learners per month.

Bright Horizons

At EMCOR, we also prioritize education for the children of our employees. Through Bright Horizons, we offer college counseling services to the children of our employees to help make life easier for our employees as they manage work and personal responsibilities.



Supporting Sustainability in Our Communities

EMCOR Touching Lives Program™

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

Communities for a Cause

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

Boys and Girls Club of America

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

Womankind

Womankind works with survivors of gender-based violence to rise above trauma and build a path to healing. They bring critical resources and deep cultural competency to help marginalized communities find refuge, recovery, and renewal. EMCOR has sponsored the Womankind Human Trafficking Conference since 2021.

Diversity and Inclusion

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

We believe that a diverse workforce is important to the long-term success of our business. We actively seek to increase the diversity of our workforce and to practice our commitment to diversity and inclusion in hiring, development and training. This extends to our senior leadership and Board of Directors, where we require that non-management director and recruited corporate officer slates include candidates from underrepresented demographics.

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

All EMCOR employees are required to complete Diversity & Inclusion Training, and our senior leaders, including our executive officers, undergo Implicit Association and Unconscious Bias training. To develop and reinforce our values company-wide and empower our leaders to perform at the highest levels, all senior leaders are invited to our Leadership for Results course at Babson College and our Leading with Character program at the Thayer Leadership Development Group at West Point. We also work to unlock the full potential of all employees at every level through the EMCOR Manager Certificate Program to promote supervisor management skills, tuition reimbursement for continuing education through our Degree Assistance Program, and the powerful resources of our online learning platform, the EMCOR Learning Center, providing thousands of on-demand training courses on a wide range of topics.

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

MALE	90%
FEMALE	10%

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

BLACK/AFRICAN AMERICAN	8%
ASIAN	2%
HISPANIC/LATINX	17%
WHITE	70%
MULTIRACIAL, NATIVE AMERICAN, NATIVE HAWAIIAN AND PACIFIC ISLANDER	3%

Diversity and Inclusion

DIRECTOR AND NAMED EXECUTIVE OFFICER DIVERSITY TABLE

Name	Title	Board Committees	Gender	Ethnicity	Other Diverse Characteristics
John W. Altmeyer	Director	Compensation Chair	Male	White	
Anthony J. Guzzi	Chairman, President and CEO		Male	White	Veteran
Ronald L. Johnson	Director	Governance	Male	Black and African American	Veteran
David H. Laidley	Director	Audit Chair	Male	White	
Carol P. Lowe	Director	Audit	Female	White	
M. Kevin McEvoy	Lead Director	Audit, Compensation and Governance	Male	White	Veteran
William P. Reid	Director		Male	White	
Steven B. Schwarzwaelder	Director	Compensation	Male	White	
Robin Walker-Lee	Director	Governance Chair	Female	White	
R. Kevin Matz	EVP – Shared Services	N/A	Male	White	
Maxine L. Mauricio	EVP, General Counsel and Corporate Secretary	N/A	Female	Native Hawaiian and Asian American	
Mark A. Pompa	EVP and CFO	N/A	Male	White	
Rebecca Weyenberg*	Director	N/A	Female	White	

**Elected to the board on December 14, 2022*

Appendix A: SASB Disclosures for fiscal year 2021 and 2020

The following table summarizes EMCOR's disclosures for fiscal year 2021 and 2020, as prepared in accordance with the disclosure framework outlined in the Sustainability Accounting Standards Board's Engineering & Construction Services Sustainability Accounting Standard.

Topic	Accounting Metric	2021 Reported Amount	2020 Reported Amount	Unit of Measure	2021 EMCOR Commentary	Code
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	6	10	Number	Represents the number of instances of non-compliance with environmental regulations involving waste, emissions, and oil or hazardous substance spills.	IF-EN-160a.1
Structural Integrity & Safety	Amount of defect and safety-related rework costs	$3.0 million	$3.1 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	$4.7 million	$4.6 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)	1.06	1.20	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	118	70	Number	As of December 31, 2021, these projects represent aggregate contract value of $3.0 billion and collectively accounted for $1.0 billion, or just over 10%, of our total 2021 revenues. The value of our remaining performance obligations associated with these projects, at December 31, 2021, was approximately $775 million, or nearly 14% of our total remaining performance obligations.	IF-EN-410a.1
	Number of active projects seeking certification to a third party multi-attribute sustainability standard	296	217	Number		IF-EN-410a.1
Climate Impacts of Business Mix	Amount of backlog for hydrocarbon related projects	$117.6 million	$79.1 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	$61.8 million	$66.3 million	USD	During 2021, we recognized revenue of approximately $131 million from renewable energy projects with an aggregate contract value of approximately $317 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

Appendix B: 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 building wellness. 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.

BASE YEAR CONSIDERATIONS

EMCOR has determined Fiscal Year 2021 (FY2021) to be the base year for GhG emissions reporting. FY2021 was the most recent year in which we evaluated and improved our Scope 1, 2, and 3 calculation methodologies to reflect these amounts more accurately. EMCOR further concluded that 2020, the year we began tracking our GhG emissions, would not be a representative baseline due to the impact of the COVID-19

Appendix B: GhG Emission Disclosures

pandemic in that year. 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 an individual change, or a number of changes, that individually or in the aggregate results 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.

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.

GREENHOUSE GAS EMISSIONS

The following tables summarize EMCOR's GhG emissions for fiscal year 2021 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	FY21
Scope 1	150,613
Scope 2	19,745
Total Scope 1 & 2 Emissions	**170,358**
Scope 3	1,803,580
Total GhG Emissions	**1,973,938**

Appendix B: GhG Emission Disclosures

GhG Emissions Speciated by Gas

FY21 (metric tons)

Scope 1 & 2 Speciated Emissions	CO2	CH4	N2O	Other GhGs	CO2e
Diesel	26,943	1	4	-	27,918
Gasoline	112,923	5	1	-	113,374
Natural Gas	9,312	0	0	-	9,321
Scope 1 Emissions	**149,178**	**6**	**5**	**-**	**150,613**
Electricity	19,521	2	1	-	19,745
Scope 2 Emissions	**19,521**	**2**	**1**	**-**	**19,745**
Total Scope 1 & 2 Emissions	**168,699**	**8**	**6**	**-**	**170,358**

Scope 3 Speciated Emissions	CO2	CH4	N2O	Other GhGs	CO2e
Category 1: Purchased Goods & Services	1,141,825	3,996	-	162,646	1,416,155
Category 2: Capital Goods	5,465	9	-	336	6,061
Category 3: Fuel-and-Energy Related Activities	-	-	-	-	44,615
Category 4: Upstream Transportation and Distribution	3,687	9	-	57	3,993
Category 6: Business Travel	10,233	45	-	64	11,557
Category 7: Employee Commuting	24,581	1	1	-	24,738
Category 11: Use of Sold Products	287,376	29	14	-	291,904
Category 12: End of Life Treatment of Sold Products	-	-	-	-	4,557
Total Scope 3 Emissions	**1,473,167**	**4,089**	**15**	**163,103**	**1,803,580**
TOTAL GhG EMISSIONS	**1,641,866**	**4,097**	**21**	**163,103**	**1,973,938**

Appendix B: GhG Emission Disclosures

GhG Emission Intensity Metrics *(per metric ton of C02e)*

FY21 Emissions Scope	metric tons/$ revenue	metric tons/labor hour	metric tons/capita
Scope 1	0.000015	0.0020	4.43
Scope 2	0.000002	0.0003	0.58
Scope 3	0.000182	0.0237	53.05
Total	**0.000199**	**0.0260**	**58.06**

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 GhGs" 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. Stationary combustion was assumed when applying U.S. EPA emissions factors for all Scope 1 emissions.

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 do we purchase any renewable energy credits, therefore, market-based emissions are the same as the location-based emissions calculated for FY21.

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.

Appendix B: 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

Appendix B: 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

Appendix B: GhG Emission Disclosures

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, 2022	https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Scope 2 (US)	EPA Emissions Factor Hub, 2022	https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Scope 2 (UK)	UK DEFRA Conversion Factors, 2021	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2021
Scope 3 - Category 3	UK DEFRA Conversion Factors, 2021	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2021
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 v1.1.1	https://catalog.data.gov/dataset/supply-chain-ghg-emission-factors-for-us-commodities-and-industries-v1-1-1
Scope 3 - Category 7 **Scope 3 - Category 11** **Scope 3 - Category 12**	EPA Emissions Factor Hub, 2022	https://www.epa.gov/climateleadership/ghg-emission-factors-hub

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