



G R O U P

2020 SUSTAINABILITY REPORT



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NOTE: Certain photos used throughout this document were taken prior to COVID-19.



ABOUT THIS REPORT

In continued pursuit of our mission, vision, and values, MYR Group Inc. (MYR Group) is proud to release this inaugural Sustainability report. We have outlined our priorities as they relate to Environmental, Social, and Governance (ESG) activities for our employees, customers, shareholders, and the communities in which we operate. Guided by the Sustainability Accounting Standard Board's (SASB) standards for Engineering and Construction Services industry and the Task Force on Climate-related Financial Disclosures (TCFD), we are committed to enhancing our efforts to support a clean energy future.

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

NOTE: This report contains information from January 1, 2020 through December 31, 2020, unless otherwise noted.

A LETTER FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

On behalf of the Board of Directors and management of MYR Group, we are pleased to release our inaugural Sustainability report. As an industry-leading provider of electrical construction services, delivering optimal value while ensuring sustainability depends on our ability to prioritize business practices that are environmentally sustainable, socially responsible, and aligned with sound corporate governance principles.

We understand that as an industry leader for more than 130 years, we have an inherent obligation to strive for top-tier environmental, social, and governance practices that impact our business, people, stakeholders, and our communities. By leveraging our rich history, we continue to anticipate and adapt to better influence our initiatives. We believe we can make a successful and positive impact by bolstering our efforts, increasing our commitments, and maintaining a strict adherence to our practices. This report highlights our key initiatives, accomplishments, and action items, providing insight into our ESG strategy.

At MYR Group, we are committed to reducing our carbon footprint, keeping the health and safety of our employees at the forefront, and continuing to serve as a strong partner for our clients in the clean energy transformation. We work collaboratively with a variety of clients and contractors throughout the United States and Canada performing various scopes of work and therefore cannot control all social or environmental aspects of the projects we are involved with. By focusing our efforts on optimally rewarding practices we can influence and control, and regularly evaluating our performance and improvement areas, we ensure our efforts will have lasting impacts. Our ESG strategy guides our actions, influences our decisions, and features ways in which we can reduce our impact on the world around us.

ENVIRONMENTAL PRIORITIES: To produce the most impactful outcomes, MYR Group's pursuit of environmental sustainability is focused on three areas:

- 1. Reducing Our Impacts on Projects** – We strive for sustainability on all our projects and pledge to leave things better than when we arrived. We achieve this by reducing waste and diligently implementing measures that minimize or eliminate our impact on the environment.
- 2. Long-term Partners in the Clean Energy Transformation** – For decades, MYR Group subsidiaries have been instrumental in constructing projects associated with renewable energy. As companies across the globe evolve in how they produce and consume clean energy, we are broadening our capabilities and resources to continue to serve as a strong partner in delivering these sustainable solutions.
- 3. Operating Sustainably** – MYR Group implements internal company programs that reduce our carbon footprint, improve our clean resources, and encourages other environmentally-friendly measures.

SOCIAL PRIORITIES: Our people are the driving force for the sustainable growth of MYR Group. To that end, we place great importance on meeting our social objectives by providing work environments that are safe, inclusive, and ethical, and by ensuring that we are helping the communities in which we live and work. These objectives are two-fold:

- 1. Focusing on Our People** – At MYR Group, our people are a pivotal part of our business, our culture, and our future as an organization. We seek to incorporate the value enhancing aspects of unique backgrounds and perspectives into an environment of belonging and acceptance. While instilling a culture based on safety, we consistently invest in our people and ensure our highly skilled workforce has the best equipment, tools, training, and resources necessary to grow and succeed.

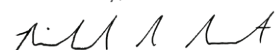
2. Giving Back to our Communities – We believe in coming together for the greater good of our communities. Our employees and companies regularly volunteer time, contribute funds, and partner with industry organizations to support meaningful charitable causes. We also take an active role in promoting supplier diversity and strive to provide opportunities for disadvantaged, women, minority, and other vendors on our projects and in our day-to-day business practices.

GOVERNANCE PRIORITIES: We are committed to creating long-term shareholder value while adhering to the highest standards of ethics and integrity. That commitment is focused on two areas that promote our continued Improvements:

- 1. Emphasis on Strong Board Composition** – We actively strive for a Board of Directors that is comprised largely of independent members with diverse backgrounds. Whether that diversity is ethnicity, nationality, gender, age, experience, or education, we ensure the composition of the Board provides different and diverse perspectives that effectively augment and enhance the knowledge and experience of each member. These unique backgrounds combine in a Board best suited for meaningful strategic decisions that maximize our company's long-term sustainability.
- 2. Establish Policy and Guidance** – The Board oversees MYR Group's environmental, social, and corporate governance efforts. The Nominating, Environmental, Social, and Corporate Governance Committee is responsible for evaluating, and monitoring environmental, , safety, and social, issues and concerns, and other corporate responsibility matters that could affect the Company's business activities, performance, and reputation. Additionally, the Board adopts and updates policies as necessary to ensure commitment to our ESG priorities.

We recognize the inexorable relationship between our ESG responsibilities and our ability to deliver long-term value to both our customers and our shareholders. Through MYR Group's corporate leadership, management, and employees, we seek to continually demonstrate that our commitment to fulfilling these responsibilities is a core component of our values, day-to-day business operations, and vision going forward. Reducing our environmental impact, protecting the safety and wellbeing of our people, and supporting the communities where we live and operate remain a top priority as we continue to provide critical electrical infrastructure services that help power a clean energy future.

Sincerely,



Richard S. Swartz
President and Chief Executive Officer



“We look forward to the continued development and implementation of our strategy, and, through it, the opportunity to provide greater value to our employees, stockholders, clients, and our community.”

ABOUT MYR GROUP INC.



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

MYR Group consists of the following subsidiaries:

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



ANNUAL REVENUE

2020 – \$2.25B
2019 – \$2.07B
2018 – \$1.53B



1891

130 YEARS OF SUCCESS BUILDING
& MAINTAINING ELECTRICAL
INFRASTRUCTURE



63 OFFICES

LOCATIONS THROUGHOUT
U.S. & WESTERN CANADA



7,200+

EMPLOYEES THROUGHOUT
U.S. & CANADA



FORTUNE TOP 100

LISTED ON FORTUNE'S
2020 TOP 100 FASTEST-
GROWING COMPANIES



AMONG TOP 5 ENR

U.S. SPECIALTY ELECTRICAL
CONTRACTORS FOR 25 YEARS
IN A ROW



MYR GROUP CULTURE

At MYR Group, our mission to provide superior specialty contracting services by creating mutually rewarding relationships in a safe, inspiring, and open environment, sets the foundation for our actions each and every day. Our core values have guided how we conduct ourselves as a responsible and respected business. We believe in delivering sustainable value for our people, communities, and stakeholders. Our culture is deeply rooted in our mission, vision, values, and operating principles.





SAFETY, TRAINING, & QUALITY

At MYR Group we have the highest regard for the dignity, well-being, and human rights of our employees. We understand the importance of promoting safety first, while proactively developing our people with top-notch training, quality tools and resources, and management support. We emphasize quality and safety while incorporating innovation into our actions. In alignment with our safety culture, we believe the rewards reaped from strong safety performance, healthy employees, quality work, and consistent value for our clients are priceless.

AT MYR GROUP, SAFETY IS LIFE

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

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

We achieve excellence through the pillars of our safety program:



NECA 2020 Safety Awards

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

Zero-Injury Award:

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

Safety Excellence Award:

- The L.E. Myers Co.
- Sturgeon Electric Company, Inc.
- E.S. Boulos Company
- Harlan Electric Company
- Huen Electric Inc.
- Sturgeon Electric California, LLC



SAFETY STATISTICS

Safety is an MYR Group Core Value. Our companies strive to deliver the best safety training, tools, equipment, support and mentoring to every employee with the objective of ensuring all employees return home injury free. As a result, in 2020 our safety statistics were among the best in the industry; and our combined recordable incident, lost time, and fatality rates fell below the rates from the most recent Bureau of Labor Statistics report.¹

	Recordable Incident Rates	Lost Time Rates	Fatality Rates
MYR Group	1.06	0.11	0.00
BLS	2.34	0.94	10.13

¹BLS statistics are based on BLS industry categories that correspond to MYR Group's Commercial and Industrial (C&I) and Transmission and Distribution (T&D) business segments (NAICS Code 23821 for C&I and 23713 for T&D). This report combines rates of T&D with C&I and combines NAICS 23821 with 23713. Both combined rates adjusted for the proportional hours worked by MYR Group Employees in each segment and corresponding BLS industry category. BLS rates are from 2019 as 2020 statistics were not available at the time this report was published.



TRAINING & DEVELOPMENT

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

MYR Group subsidiaries recognize the importance of proper orientation for newly hired field employees, and all are required to complete MYR Group's New Hire Orientation Program at the time of hire or rehire. Commercial & Industrial employees must undergo Supervisor Training in Accident Reduction Techniques (START) within their first year of employment.

Total Hours of Training



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

Lean Principles and Practices

Our construction philosophy is one of continuous improvement centered around process adaption and elimination of waste practices. We utilized proven methodologies to implement this philosophy that improve safety and efficiency on our projects. Employees across the company obtain CM-Lean certifications to support these methodologies and practices, which include:

- **5s:** A system for organizing job sites so work can be performed efficiently, effectively, and safely – ultimately reducing waste and impacts on the environment.
- **8 Wastes of Lean:** A focused approach to understanding where to expect waste and to adopt methods for improvement.
- **A3 Problem Solving:** A step-by-step methodology for effectively and efficiently identifying and resolving a variety of issues.
- **Last Planner:** A system for capturing planned percent complete (PPC) statistics with constraints and variances for assigned tasks which allows our teams to identify improved workflows and create greater efficiency.
- **Lean Squads:** Comprised of approximately 10 members, squads commit to two years of directing broad Lean programs and site-specific Lean initiatives.

EXAMPLE TRAININGS OFFERED:

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

QUALITY

Our QA/QC Program encompasses all project-related activities, is compatible with contract requirements and provides for effective measures to ensure construction work and materials are in strict compliance with applicable specifications and requirements. We ensure operating instructions, training materials, and troubleshooting guides are followed and that individual component tests and complete integral system tests are performed to assure quality and proper functionality. We also ensure that documents and tests conform to specified parameters, and that results of commissioning tests are properly and completely documented.

We use a formal preventive and corrective action system to stop and avoid recurring defects. In addition to dedicated quality control personnel, quality monitoring occurs daily by Superintendents, General Foremen, and Foremen. Quality is also assured through post-job testing/evaluation to investigate problems and corrective actions. Daily meetings identify lapses and require immediate corrective action. Retraining is provided when required. Management meets regularly to identify areas of improvement. All defective work, accidents, and failures are thoroughly investigated for root cause, and corrective actions are taken.

PROGRAM ELEMENTS

PROCUREMENT	DOCUMENT CONTROL	PROCUREMENT PERFORMANCE	INSTALLATION/ CONSTRUCTION	TESTING/ COMMISSIONING
Establish procedures to verify all design requirements are included or referenced in procurement documents. Procurement documents require suppliers to provide a quality control program consistent with our requirement or owner specifications, whichever are most stringent.	Establish/document measures to control issuance and revision of guiding documents that prescribe activities affecting quality. Such measure will ensure that documents are reviewed for adequacy and accuracy, and approved by authorized personnel.	Establish measures, procedures, inspections, etc. to assure purchased items and services conform to procurement specs. Such measure will include provisions, as appropriate for source evaluation and selection, objective evidence of quality, inspection at the source, and examination of items upon delivery.	Establish program for inspection of material installation and construction activities as required. Inspections are performed to verify conformance to the instruction, procedures, and drawings related to the activity.	Perform testing and commissioning on equipment and civil materials such as concrete, compaction, gradation, etc. Establish program to ensure all testing needs are identified and documented and that testing is performed in accordance with written procedures that incorporate requirements and acceptance limits outlined in design.

OUR COVID-19 RESPONSE

In March 2020, the novel Coronavirus (COVID-19) was declared a pandemic by the World Health Organization and the Centers for Disease Control and Prevention (CDC). Its rapid spread prompted many state, county, and local governments to institute restrictions on travel, public gatherings, and certain business operations. MYR Group has responded by initiating key business procedures to ensure the health and safety of our employees, while maintaining our ability to continue serving our customers.

Deemed a critical and essential business, MYR Group subsidiaries continue to deliver the highest levels of performance, reliability, safety, and quality to our clients and communities; and providing the materials and services required to keep our nation's infrastructure operating.

Electrical work by its nature requires the on-site physical work of electricians and thus it is not possible for our field employees to work from home. Maintaining our employees' safety and well-being has been a top priority while working through the pandemic. Constant efforts and strong communication strategies have been implemented to educate all personnel on the importance of following CDC guidelines to prevent the spread of COVID-19. We have also implemented strict requirements for reporting COVID-19 symptoms, exposure to confirmed positive cases, and guidelines for quarantining, and returning to work based on CDC protocols. MYR Group continues to actively monitor this ever-changing situation and adjust our policies and procedures accordingly.



To ensure the health and safety of our employees and our communities during the COVID-19 pandemic, we have implemented numerous strategies including:

- Established a task force to monitor COVID-19 developments and ensure business continuity
- Non-field employees working remotely where possible
- Installed touch-less faucets and hands-free door openers in several of our facilities
- Implemented temperature checkpoints for employees and guests entering our buildings
- Proactively disinfecting common surfaces, equipment, and tooling
- Limited gatherings to fewer than 10 people
- Implemented proper hygiene practices according to CDC recommendations
- Implemented a 24-hour COVID-19 hot-line and email response process to address employees' questions and concerns



ENVIRONMENTAL

As a leader in the electrical construction industry, we understand our impact and influence on the environment. Our approach to environmental stewardship includes proactive actions, partnerships, and policies to ensure we operate responsibly. It is our company policy to comply with all applicable environmental policies, statutes, and regulations in order to conduct our operations in a manner which will control, minimize, and eliminate damage to the environment, while protecting the health and safety of our employees and communities. We have established steps in an effort to reduce our carbon footprint, use responsible sourcing of materials whenever possible, salvage/reuse/recycle excess material on projects, and exercise measures throughout our operations to minimize environmental impacts.

REDUCING OUR IMPACT ON PROJECTS

Sustainability plays a crucial role in our operations, and we pledge to conduct our business in a way that supports our vision to respect the environment, maintain prudent decision-making, and provide enduring value. Because our work affects our clients, their customers, communities, and the environment, we continually look to enhance local economic vitality, preserve environmental resources and strengthen landowner relations on every project and in every region nationwide.

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

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

We always pledge to leave projects in better condition than when we arrived.



Marcy to New Scotland – L.S. Power Grid New York

Awarded in 2020, the Marcy to New Scotland project consists of nearly 100 miles of 345kV transmission construction in New York. By working in conjunction with local agencies and business partners, we ensure the proper execution of Article VII. Our efforts include filing necessary documentation, meeting and exceeding environmental regulations, and adhering to all identified requirements. We embrace environmental protection beyond the boundaries of our permits.



Harry Allen to Eldorado Transmission Line – DesertLink, LLC/L.S. Power

During the 60-mile 500kV transmission line, Harry Allen-Eldorado project in southern Nevada, we proudly collaborated with the Bureau of Land Management, the Bureau of Reclamation, and the client to properly protect and restore the project area to its natural state. Together, we enacted strict protocols to protect the various desert flora and fauna such as, desert tortoises, pygmy rabbits, prickly pear cacti, and other desert plant species. Onsite environmental monitors documented 533 wildlife observations, and supported the relocation of desert flora and 73 animals to safe areas.

LONG-TERM PARTNERS IN THE CLEAN ENERGY TRANSFORMATION

MYR Group is proud to have been involved in the renewable energy market for decades and will continue to expand that involvement as the desire and demand for renewable energy continues to grow. We recognize the importance of supporting clean energy solutions and are honored to provide our renewable energy experience to contribute to the evolving renewable energy landscape around us. While our reputation in the clean energy landscape spans several decades, in the last two years alone, MYR Group has been involved in over 50 renewable energy projects. The following projects are a small sampling of our renewable energy efforts and capabilities.



BATTLE MOUNTAIN SOLAR & STORAGE – CON EDISON

Awarded in 2020, we are currently work on this 101-MW photovoltaic farm in Nevada. The project's 25 megawatts of battery capacity will be the nation's largest DC-coupled combined solar and battery storage system, which will bring 1,190 MW of new renewable energy projects to Nevada by 2024.



FACEBOOK WINDSURFER OFFICE TENANT IMPROVEMENT

Awarded in 2020, Facebook's new waterfront office complex in CA is a massive undertaking. One of the bay area peninsula's largest office developments to date at 450,000+ square feet of space, it is poised to achieve LEED Gold Certification and will stand as a best-in-class complex, raising the bar for projects to come.



COASTAL VIRGINIA OFFSHORE WIND (CVOW) – DOMINION ENERGY

Deemed the second offshore wind project in the nation, crews completed this \$15M project consisting of substation interconnect work and directional drilling to connect two wind turbines located 27 miles offshore in the Atlantic Ocean. Completed in 2020, these turbines deliver clean, renewable energy to the grid, avoiding millions of tons of carbon dioxide emissions annually.



CINNAMINSON LANDFILL SOLAR FARM – PSEG

This project, named one of ENR New York's Best Projects of 2019, is a true display of ingenuity and sustainability. Built on a former landfill superfund site in NY, the solar farm spans 25 acres and consists of 32,490 solar panels which produce enough energy to power 3,500+ homes.

DEMONSTRATED PROJECT EXPERIENCE

WEST VILLAGE ENERGY CENTRE - CITY OF SURREY, BRITISH COLUMBIA

We completed the electrical scope of work in Surrey's first permanent district energy facility in 2017. The project includes key pieces of sustainable infrastructure that are transforming Downtown Surrey into a vibrant, sustainable, urban core.

CVEC CAPE COD SOLAR FIELDS

In 2014, we completed a substantial solar project distributed between four Cape Cod municipalities. The solar fields consist of 12MW solar panels and each field is located on capped landfills. This project helps fulfill CVEC's mission to bring forward price-stabilizing renewable energy installation to the Cape Cod and Martha's Vineyard region.

ALTA WIND FARM PROJECT

Awarded and completed in 2010, the Alta Wind Farm project consisted of the construction of a new 34.5kV/230kV collector substation for an expansive wind farm. This crucial collector substation helps provide clean, wind supplied energy to the Mojave, CA area.

CEDAR CREEK WIND FARM PROJECT

Consisting of 73 miles of new 230kV transmission line and the installation of a new 34.5/345kV collector substation with two 60MVA transformers, the Cedar Creek Wind Farm was completed in 2007. This farm continues to provide wind supplied energy to Weld County, CO.

NATIONAL RENEWABLE ENERGY LABORATORY (NREL)

NREL is dedicated to the research and development of renewable energy, energy efficiency, energy systems integration, and sustainable transportation. Since the early 1990s we have worked on a variety of projects at their facilities including the installation of battery storage test pads, dynamometers for testing windmills, and substations for increasing NREL's renewable energy capacity.





OPERATING SUSTAINABLY

MYR Group implements internal company programs in an effort to reduce our carbon footprint and improve our clean resources, and encourages other environmentally friendly measures. Some internal company green initiatives include recycling programs, LED lighting, occupancy sensors, efficient paper consumption measures (double-sided printing, printing materials only when necessary, eliminating use of Styrofoam and other disposable kitchen paper and plastic products), setting computers to “rest” mode, and turning off lights when rooms are not in use.



MYR Group subsidiary Harlan Electric is helping to advance the development of renewable energy by supporting DTE Energy’s MIGreenPower initiative. In early 2020, Harlan’s Michigan district office enrolled in the MIGreenPower initiative. By enrolling in this initiative, Harlan’s Michigan district facility is now powered by over 50% Green-e Energy certified clean energy. Harlan Electric is proud to utilize certified clean energy in our efforts to reduce our carbon footprint.



We employ a telematics system called Zonar on much of our fleet assets. In addition to GPS capabilities, the system allows us to conduct electronic pre-trip inspections, produce monthly fuel and mileage reporting, and track excessive idle times. Through the use of Zonar we endeavor to reduced fuel consumption and improve equipment utilization. Zonar has been installed on nearly 85% of our trucks and is included in the vehicle specifications on the majority of our newly acquired assets.



OUR PEOPLE

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

BENEFITS & WELLNESS PROGRAM



The happiness, safety, health, and well-being of our employees is important and serves as the building block of our strong culture. The health of our employees and their families has always been an important aspect of our company's strength, success, and competitive advantage. Therefore, we provide our employees with robust benefits packages and programs that provide them with the security they need to have peace of mind.

Our competitive benefits package offers low cost, comprehensive medical, dental, and vision coverage for our employees and their families. We support our employees' health and financial wellness through programs that provide free flu shots, life insurance, disability coverage, 401(k) matching, and flex spending accounts. Company-sponsored sports teams and sponsorships with charitable organizations hosting runs, walks, bike events, and more encourage physical fitness.

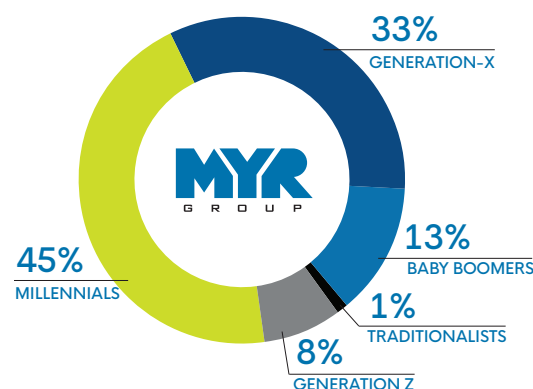
Employees also enjoy paid time off and holiday pay, as well as numerous discounted rates on items such as fitness memberships, legal services, home and auto insurance, identity theft protection, new vehicle purchases, cellular service, personal loans, and others. To support the continued development and growth of our employees, we offer generous education plans and tuition reimbursement as well as a vast learning management program.



DIVERSITY & INCLUSION



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



BACKGROUNDS AND IDENTITY

Diversity in our workforce from race, gender, and creed to sexual orientation and ethnicity, adds value to our company that cannot be achieved in any other way. MYR Group employs people and from varying and complex backgrounds, each one of them bringing their own unique identity to the company and make us better and more valuable for it. MYR Group continually seeks such diverse backgrounds and identities at all levels, from the board of directors to management to field crew members, in order to bring out the best in the company and its employees.

AGE

At MYR Group, generations have always existed side-by-side and age gaps spanning multiple decades are not uncommon. What is unique is the scope of today's workplace, with an unprecedented five generations making up our mix of talented employees. Our age-diverse workforce increases innovation and productivity because of the shared knowledge and opinions gained and developed at different points in life. Such sharing sparks novel ideas and solutions while also providing priceless education that helps avoid unnecessary mistakes.

EDUCATION

We believe there is immense value in employing those with varying levels and types of education. A wide variety of educational experiences are vital in cultivating diverse sets of knowledge and the thought processes necessary for addressing the challenges of our modern world. Most of MYR Group's employees, including much of its upper management, are educated through an electrical apprenticeship. This provides both classroom and field education required for performing and understanding our work. MYR Group also values continuing education. We offer generous education plans and tuition reimbursement programs covering up to 90% of the costs of a relevant degree through our Educational Assistance Program.

MYR Group embraces more than simple diversity. A truly diverse and inclusive culture extends well beyond gender and race; it encompasses the valuing and embracing of different capabilities, perspectives, and opinions. We constantly strive to empower each of our employees to express the perspectives that come from their unique nature and we use those perspectives in our decision-making processes to ever increase MYR Group's value.

INVESTING IN OUR PEOPLE

Through various initiatives aimed at all employees from new recruits to seasoned leaders, we strive to provide stimulating, ethical, and safe work environments where our people can flourish personally and professionally. Our robust training programs range from leadership development to project management, and skilled trade certification programs. The significant investments we are making helps ensure our people are skilled and working as safely and efficiently as possible.

TRAINING

In 2020 we launched **MYR Group University**, an online learning management system, to help address the need for on-demand, easy to access training and development opportunities. This valuable tool allows managers and employees to create a personalized program for career development. Employees have 24/7 access to quality educational and skill-focused courses.

5,247

Compliance training courses were completed in the new online MYR University including topic such as:

- Protecting Personal Information
- Information Security
- Code of Business Conduct
- HIPAA
- FCPA
- Insider Trading
- COVID State Specific Training
- Preventing Discrimination and Harassment
- Unconscious Bias Training

782

Courses for Microsoft 365 application training were completed in the new online MYR University



core
confident • organized • responsive • effective
leadership

MYR CORE Leadership Program

For the past three years, more than 200 managers throughout the company have participated in the year-long MYR CORE Leadership Program. The program employs Franklin Covey's proven training content to build and reinforce core leadership competencies and prepare managers for increased leadership roles.



OUR COMMUNITY

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

GIVING BACK

MYR Group has a long-standing history of contributing to causes that improve the communities where we live and work. We give back nationally to large nonprofit organizations such as Susan G. Komen, Freedom Service Dogs of America, United Way, Boys & Girls Clubs, Leukemia & Lymphoma Society, American Cancer Society, National Multiple Sclerosis Society, and the American Heart Association. Locally, we support hospitals/healthcare foundations, school districts, youth nonprofits, homeless shelters, food banks, and several other local charities.

We believe in coming together for the greater good of our communities. We volunteer time and contribute funds to support meaningful charitable causes that protect, preserve, and enhance our society. Our electrical professionals have provided pro bono services such as renovating and restoring power for local establishments that give back to the community and partnered with construction companies to donate labor and services to restore electrical infrastructure of local safe homes and homeless shelters.

MYR Group and its subsidiaries have donated over a million dollars over the past few years to charities across the world, in addition to tens of thousands of dollars in pro bono electrical construction work and volunteer hours.



Crews from MYR Group subsidiary, Sturgeon Electric volunteered their time and talents to complete electrical construction for the Te Veo House, a women's shelter, and the Beloved Community Village, a tiny home community, in an effort to create respite for homeless communities in the Denver, CO area.



Employees from MYR Group subsidiary, Great Southwestern Construction in Tahlequah, Oklahoma come together to clean up the shoreline of Lake Tenkiller after experiencing damage and over 30 feet of flooding following a tornado.



MYR Group subsidiary, Huen Electric has volunteered with Chicago's Off the Street club for more than 20 years donating numerous toys, clothing, and care packages. The organization serves over 3,000 kids in one of the most high-risk neighborhoods in the country.

INDUSTRY INVOLVEMENT & MEMBERSHIP

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



OSHA Voluntary Protection Program (VPP)

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



EUCI Leadership Conference for Women in Energy

MYR Group is proud to promote and encourage women in leadership, and networking within the energy industry. As a continued sponsor for more than five years, MYR Group representatives are active participants of events that promote knowledge sharing, collaboration, and professional networking.



Trade Associations, Apprenticeship Organizations, and Labor Unions

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



Edison Electric Institute (EEI)

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




Electrical Transmission & Distribution Partnership

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



PARTNERING WITH DIVERSE VENDORS & SUBCONTRACTORS

A photograph of three construction workers wearing hard hats and high-visibility safety vests. One worker in the foreground is kneeling, while two others stand behind him, looking down at something out of frame. The background shows a clear blue sky and a construction site.

MYR Group subsidiary Sturgeon Electric achieved 30% diverse-spend goals on the South Terminal Denver International Airport (DIA) in CO.

30%

We are dedicated to the fair consideration of all suppliers in our day-to-day procurement of materials, equipment, and services as required for any project. We understand the importance of supplier diversity and **strive to provide opportunities for disadvantaged, women, minority, and other vendors** that have been certified by a federal/state/or local government.

We have an established network of diverse firms from whom we solicit bids to achieve a full commitment to our projects and provide a competitive edge in producing high-quality, low-cost, innovative products and services. All contractors undergo a thorough review of safety performance, operating capabilities, and financial strength prior to the start of any job.

Providing supplier diversity training, workshops, technical assistance, and educational support ensures our team achieves successful and on-time project delivery.



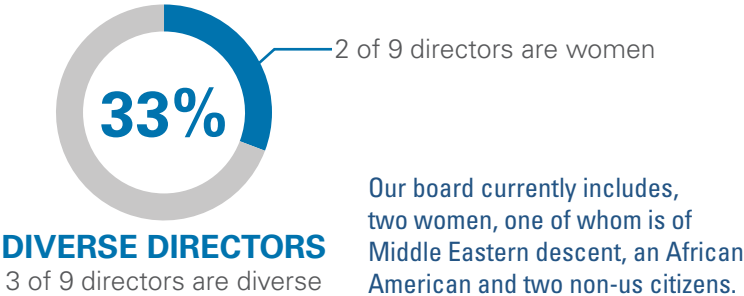
CORPORATE GOVERNANCE

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



DIRECTOR DIVERSITY

We believe diversity of our Board is a critical component of creating long-term value for our shareholders. The Board has and will continue to make diversity including gender, race/ethnicity, national origin, career experience, and diversity of thought, key factors when considering Director candidates. Establishing a diverse board strengthens overall performance and better positions the Board to make thoughtful decisions. Diverse backgrounds are key to providing effective governance, advice on the Company’s operations, and strong business risk and opportunity assessments. Our Corporate Governance Principles specify that the Nominating, Environmental, Social, and Corporate Governance Committee should consider the value of diversity on the Board in the director-nominee identification and nomination process. To this end, the Committee recommends various measures to ensure the Board reflects an appropriate balance of diversity and will continually assess the effectiveness of this approach as part of its review of the Board’s composition and the Committee’s self-evaluation process.

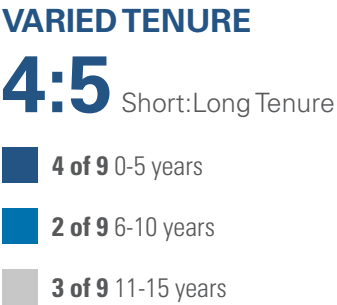


INCREASING DIVERSITY

In the past five years alone, the Board has made an active commitment to increase its diversity. Five new directors have joined our Board, and four longer-tenured directors have departed. The Board continues to incorporate diversity in its considerations of all Board candidates.

BOARD REFRESHMENT

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



CODE OF ETHICS & CORPORATE GOVERNANCE PRINCIPLES

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

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

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

Strict adherence to our Corporate Governance Principles is a requirement. Providing a framework for MYR Group’s governance practices, it also assists the Board with their responsibilities to ensure compliance with governing law and our policies.

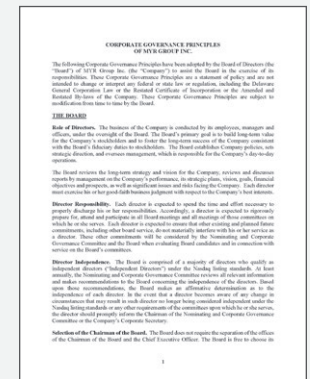
Our corporate governance materials, including our Certificate of Incorporation, Amended and Restated By-Laws, committee charters, Corporate Governance Principles, Code of Ethics, and other corporate governance related materials are available on our website at www.myrgroup.com.

Our policies and programs that relate to sustainability are available on our website:

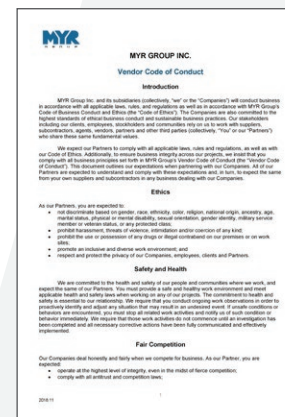
myrgroup.com



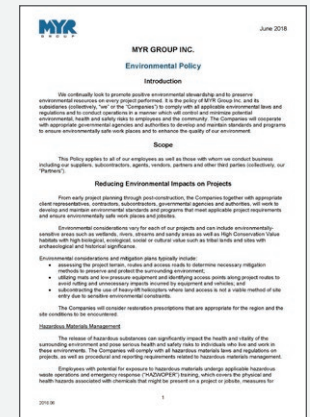
Code of Business Conduct and Ethics
(click to view)



Corporate Governance Principles
(click to view)



Vendor Code of Conduct
(click to view)



Environmental Policy
(click to view)

CORPORATE POLICIES



HUMAN RIGHTS

We respect and protect the fundamental rights of our employees, evidenced by our Code of Ethics and employment practices. We have zero tolerance for any practice that violates the fundamental rights of our employees such as child labor or any forced labor, including human trafficking. Moreover, we promote the rights of women, minorities, and indigenous groups (including the guarantee of free, prior, and informed consent). Additionally, we believe in providing a living wage to all employees and respecting their rights to freely associate and collectively bargain.

ANTI-BRIBERY

We are committed to the highest standards of professional and ethical conduct in the actions of our directors, officers, employees and agents in the U.S. and foreign countries. Accordingly, the Company maintains a zero-tolerance policy towards bribery and corruption as evidenced in our Anti-Bribery and Corruption Policy. This policy, in combination with Company procedures and training, maintains compliance with the United States Foreign Corrupt Practices Act (“FCPA”), Canadian Corruption of Foreign Public Officials Act (“CFPOA”) and similar laws of the U.S. and foreign countries. Under the FCPA, CFPOA and similar anti-corruption laws, it is illegal for the Company and its officers, directors, employees and agents to directly or indirectly offer, make, promise, or authorize payments to foreign officials for an improper purpose. The FCPA also requires the Company to maintain its books and records in complete and reasonable detail and to maintain effective internal controls. Therefore, the Company prohibits the use of funds or assets for any unlawful, improper, or unethical purpose.

ANTI-HARASSMENT

We strive to maintain a professional environment that is based on respect and tolerance. Any form of harassment based on gender, race, color, religion, national origin, age, marital status, physical or mental disability, sexual orientation, gender identity, military service member or veteran status, or any protected class, or otherwise will not be tolerated. Employees are to report such harassment to a manager, the Human Resources Department, or the Anonymous Incident Reporting System. It is our policy to act promptly to address the issue. We recognize the sensitive nature of these claims and work to ensure confidential treatment of the allegations, to the extent possible, to protect all parties. Retaliation against any employee who reports harassment is not tolerated.

NOMINATING, ENVIRONMENTAL, SOCIAL, AND CORPORATE GOVERNANCE COMMITTEE (NSEG)

In 2021, our Nominating and Governance Committee was renamed the “Nominating, Environmental, Social, and Corporate Governance Committee” (NSEG) expanding its responsibilities to oversee the Company’s Environmental and Social matters. This committee is to evaluate, and monitor environmental, climate, health, safety, social, and public policy trends, issues, and concerns and other corporate responsibility matters that could affect the Company’s business activities, performance, and reputation. Additionally, the committee is to determine whether the Company has appropriate policies, management systems, strategies, and initiatives in place with respect to such matters. They are to develop recommendations to the Board with respect to the adoption of environmental and social policies, systems, strategies, and initiatives.

A photograph of three construction workers in safety gear (hard hats, high-visibility vests) working on an outdoor electrical panel on a street. One worker in the foreground is looking at a clipboard, while two others are working on the panel. A white delivery truck is visible in the background on the street.

SASB/TCFD SUMMARY

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

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

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

SASB/TCFD SUMMARY TABLE

TOPIC	ACCOUNTING METRIC	CATEGORY	SASB CODE	DISCLOSURE OR LOCATION
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	IF0301-01	None
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion and Analysis	IF0301-02	MYR Group addresses environmental risks associated with its projects through its Environmental Policy. Found at myrgroup.com/why-myrgroup/sustainability As a specialty electrical contractor, MYR Group does not generally dictate project siting or design. However, from early project planning through post-construction, MYR Group, together with appropriate client representatives, contractors, subcontractors, governmental agencies, and authorities, work to develop and maintain environmental standards and programs that meet applicable project requirements, ensure compliance with environmental laws and regulations, and ensure environmentally safe workplaces and job sites.
Structural Integrity & Safety	Amount of defect and safety-related rework costs	Quantitative	IF0301-03	Amount of safety-related re-work – \$0 Amount of warranty re-work – \$26,127 ¹
	Total amount of monetary losses as a result of legal proceedings associated with defect and safety-related incidents	Quantitative	IFO301-04	Monetary losses associated with defect incidents – \$0. Monetary fines associated with safety-related incidents – \$13,260 (Closed OSHA Citations)
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	IFO301-05	MYR Group companies had a recordable incident rate of 1.06, a lost time incident rate of 0.11, and no workplace fatalities.
Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	IFO301-01	MYR Group is investigating the feasibility of tracking such data for future disclosures. MYR Group does not determine if its projects will be certified to a third-party multi-attribute sustainability standard and may not be aware if a client or project owner is seeking such certification.
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and Analysis	IFO301-10	MYR's policy on energy and efficient water use for activities it can control can be found at myrgroup.com/why-myrgroup/sustainability MYR Group is not involved in the water design or installation on its projects.

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

SASB/TCFD SUMMARY TABLE

TOPIC	ACCOUNTING METRIC	CATEGORY	SASB CODE	DISCLOSURE OR LOCATION
Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbon- related projects and (2) renewable energy projects	Quantitative	IFO301-06	MYR Group provides specialty electrical construction services for renewable-energy, hydrocarbon, and many projects that are both renewable-energy and hydrocarbon related, ("mixed use projects") projects. Information is not provided or available that accurately indicates backlog as renewable, hydrocarbon or mixed use. MYR Group will continue to investigate the feasibility of this disclosure.
	Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	IFO301-01	None
	Amount of back log for non-energy projects associated with climate change mitigation	Quantitative	IFO301-08	MYR Group provides specialty electrical construction services for a multitude of projects and is not always aware if a client or project owner is seeking such mitigation. MYR Group is investigating the feasibility of tracking such data for future disclosures
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	IFO301-11	None
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti- competitive practices	Quantitative	IFO301-12	None
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	Discussion and Analysis	IFO301-13	MYR Group has a Code of Business Conduct and Ethics Policy ("Code of Ethics") located at investor.myrgroup.com/corporate-governance . Employees are required to read, acknowledge and abide by the Code of Ethics. Code of Ethics training is done annually. In accordance with the Code of Ethics, MYR Group maintains a hotline and website for anonymous reporting of bribery, corruption, and anti-competitive behavior (the "Hotline"). Posters with Hotline contact information are present at company offices and worksites. All Hotline events are fully investigated and forwarded to the Audit Committee of the Board of Directors. MYR Group maintains an Internal Audit Department focused on finding, investigating, and reporting breaches of the Company's Code of Ethics.

SASB/TCFD SUMMARY TABLE

GENERAL ACCOUNTING METRIC DISCLOSURES	UNIT OF MEASURE	CATEGORY	DISCLOSURE
Number of active projects	Quantitative	IF EN 000.A	2,944
Number of commissioned projects	Quantitative	IF EN 000.B	1,151
Total backlog	Quantitative	IF EN 000.C	Total backlog as of December 31, 2020: \$1.649 Billion

TCFD REPORTING

Reporting period January 1, 2020 – December 31, 2020



AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
Governance	Describe the Board's oversight of climate-related risks and opportunities.	<p>MYR Group's Board of Directors has ultimate oversight of MYR's approaches to considering, evaluating, and integrating climate-related risks and opportunities throughout the organization. The Board receives reports from management on MYR's progress, key issues and trends on a periodic basis. The Nominating, Environmental, Social, and Corporate Governance Committee of the Board of Directors (the Committee) has an integral role in executing the Board's oversight of sustainability generally and the company's climate change efforts. The Committee's charter was substantially updated in 2021 to include sustainability, environmental and climate issues and concerns that could affect the company, climate-related risks and sustainability strategy.</p> <p>The Committee is responsible for assisting the Board and engaging with management in determining whether MYR Group has appropriate policies, management systems, strategies, and initiatives in place to address climate issues and provides recommendations for any needed changes or updates in each of these areas. As appropriate the Committee incorporates sustainability and climate risks in discussions concerning business strategy, plans of action, risk management policies, and business planning. The Committee regularly receives reports from the management regarding: (i) the company's performance with respect to sustainability, climate matters and compliance with any related laws, (ii) significant proceedings relating to sustainability and climate risks in which MYR Group is or may become involved, (iii) significant legislation or regulations, judicial decisions, treaties, protocols, conventions or other agreements, public policies or other medical or scientific developments involving sustainability and climate issues that will or may have a material effect on the company's business, and (iv) MYR Group strategy and initiatives in the areas of sustainability and climate risk.</p> <p>The Committee oversees MYR's sustainability and climate objectives and considerations annually by reviewing, and, if necessary, making recommendations to the management and/or the Board on the company's policies, programs, practices, data, targets, and progress concerning sustainability and climate issues. The Committee meets quarterly and is comprised of four independent directors. For more information on the roles and responsibilities of the Committee, please see the Committee Charter.</p>

TCFD REPORTING

Reporting period January 1, 2020 – December 31, 2020

AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
Governance	Describe management's role in assessing and managing climate related risks and opportunities.	<p>Management of climate-related risks and opportunities is led by the Chief Executive Officer and shared across various departments including legal, finance, risk management and operations to address the challenges presented by climate change. Management meets at least quarterly and provides leadership and guidance on sustainability and climate related practices, policies, and initiatives; and helps drive sustainability through the business. Potential environmental, social and climate risks (including reputational risk) associated with MYR Group's operations are discussed as well as mitigations of these risks. Management weighs the financial and operational benefits and costs of the various sustainability related initiatives.</p> <p>Management reports to the Board periodically and quarterly to the Nominating, Environmental, Social, and Corporate Governance Committee on the company's progress, policies, management systems, strategies, and initiatives to address climate issues. Management provides the Committee with reports on the company's performance with respect to sustainability, climate matters, MYR Group strategy and initiatives in the areas of sustainability and climate risk.</p> <p>Please see MYR's Environmental Policy at myrgroup.com/why-myr-group/sustainability for more information on MYR's efforts for addressing environmental impacts.</p>
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>MYR has identified the following climate related risks and opportunities:</p> <p>Risks</p> <ul style="list-style-type: none"> • Changes in insurance coverage, availability of coverage, availability of adequate insurance limits, higher insurance premiums, and larger self-insured retentions/deductibles • Changes in market demand based on climate change as well as legal and regulatory requirements and trends. • Operational disruptions and accompanying project inefficiencies and delays that may not be recoverable from clients due to severe weather events. • Damage from severe weather events to construction work in progress. • Damage to MYR Group assets from severe weather events. • Reputational risk due to perceptions of the company's sustainability efforts. • Increased reporting and compliance costs due to new regulatory requirements, customer, shareholder, and stakeholder requests targeting climate change. • See also MYR's Annual Report Risk Factors. <p>Opportunities</p> <ul style="list-style-type: none"> • Demand for MYR Group constructions services may increase as clients demands increase to mitigate climate change. • Demand for MYR Group's renewable projects solutions may increase as clients demands increase to mitigate climate change. • MYR Group performs work in response to severe weather events, demand for such work may increase.

TCFD REPORTING

Reporting period January 1, 2020 – December 31, 2020



AREA	RECOMMENDED DISCLOSURE	DISCLOSURE
Strategy	Describe the impact of climate-related risks and opportunities on the organization's business strategy, and financial planning	The risks and opportunities above are listed in order of decreasing potential impact to the business. The magnitude of the potential variance caused by climate-related risks is uncertain. MYR Group continues to evaluate the potential impact of climate-related risks and opportunities on the organization's businesses.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios.	We anticipate industry predictions of the potential impact of different scenarios, including a 2°C scenario (and less), on the organization's industry will become available and will be used as a starting point for building the analysis of the impact on MYR Group operations. As part of identifying risks MYR Group reviews available industry and peer disclosures.
Risk Management	Describe the organization's process for identifying and assessing climate-related risks.	MYR Group utilizes an enterprise risk management system (the ERM) where operations and management identify risks, how the risk will be managed or mitigated, potential impacts, and the likelihood of the occurrence of the risk. Included in this system is an assessment of climate-related risks. Individual risks are rated on potential impact and likelihood of occurrence to create a Risk Score. A Risk Register is created which identifies a responsible party, any acts of mitigation, and an accompanying completion date. The Risk assessment, Risk score, and Risk Register are utilized to create Heat Maps, which groups risks together to help management identify priorities. Internal ERM newsletters are published to MYR Group periodically highlighting critical risks and accompanying mitigation strategies that arise out of the ERM process described above. Annually the Internal Audit Department completes a risk survey analysis, reviews the ERM tools, and reviews the ERM with the Board and management. The group focuses on the highest Inherent Risk Rated and Control Risk Rated items that are identified by the audit, compares those to third party risk survey data and discusses risk mitigation strategies.
	Describe the organization's process for managing climate-related risks.	
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's risk management.	
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	MYR Group is establishing methodologies and practices to increase its climate-related risk disclosures. One area of focus is the Sustainability Accounting Standards Board Engineering and Construction Services (SASB) metrics which are included in Appendix A. MYR Group is reviewing additional applicable metrics and tracking strategies in order to track climate-related matters, including greenhouse gas emissions, and to develop targets.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	



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