Our Approach to Sustainability: United for Impact

Buildings are responsible for nearly 40% of U.S. energy use. They waste 30% of the energy they consume and represent over $100 billion in operation costs per year.

— United States Department of Energy

CRETE MECHANICAL GROUP

A Letter from Our CEO

Buildings are responsible for 39% of greenhouse gas emissions worldwide. That means the built environment is a promising space to improve efficiency and reduce our environmental impact — and there is an undeniable need for it.

As greenhouse gas emissions rise, we're experiencing record high temperatures across the globe. Catastrophic weather events are more frequent and extreme. Devastating floods, damaging storms, droughts and heat waves lead to loss of lives and ongoing reduction of quality of life for many around the world; and it's only predicted to get worse if we don't unite for impact now.

On top of that, people spend 90% of their time indoors. So, as a multi-service provider for buildings and facilities, we have an opportunity to create healthy, safe and efficient built environments through the services we provide our clients as well as in our own operations.

But we can't do it alone. So, we're bringing industry leaders together to improve lives in our workspaces and communities, drive sustainability through our policies and efforts, and offer efficient solutions to help clients reach their own sustainability goals.

At Crete, we're United for Impact.

We hope you'll join us.

Mike Cox
CEO, Crete

We see climate solutions and sustainable resource use as a responsibility of our business. We believe that better buildings can make a better world.

United Leadership

Crete is invested in integrating sustainability into our core strategies and business operations and decisions from the top down. Through policy and strategy, we're driving a vision of a more ethical and responsible world. As we continue to design and employ sustainable solutions, we aim to inspire and enable our partners, suppliers, clients and team members to not only value sustainability but consistently put those values to work in their choices and actions.

Our leadership team is united for impact; and we're committed to building a culture around sustainability by facilitating a spirit of collaboration, inspiration and ambition in doing the right thing, right now.

Michael Cox
Chief Executive Officer

Kelly Armagost
Vice President of Accounting

Christine Suhs
Vice President of Human Resources

April Sayer
Vice President of Sales & Marketing

Martin Katz
Vice President of Business Development

Dwight Abshire
Vice President of Sustainability

Phil Finley
Senior Vice President of Operations

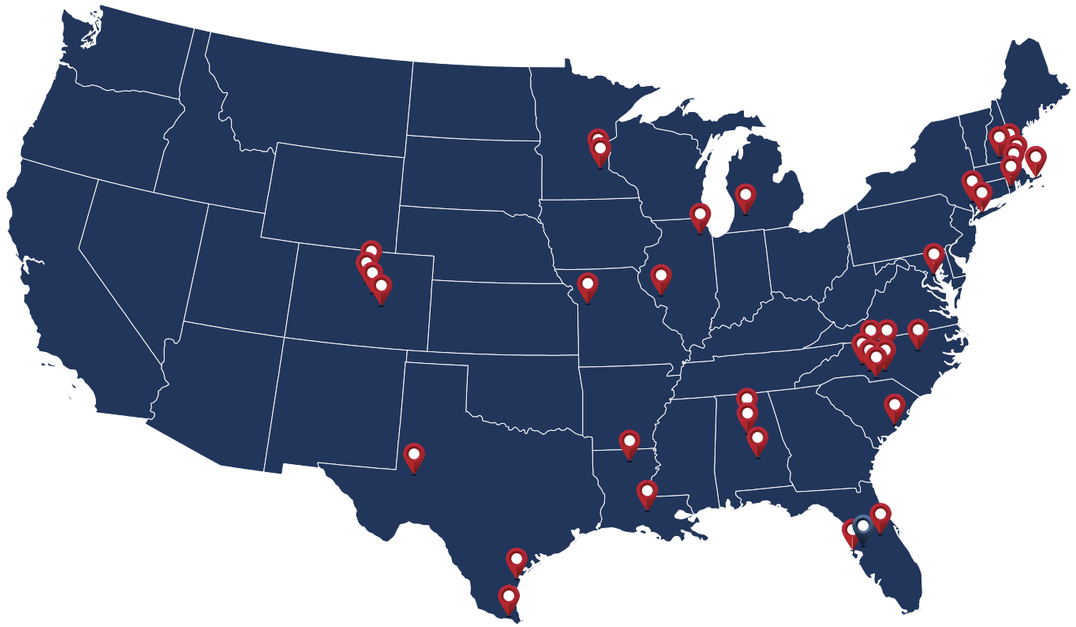
Dominic Holmes
Vice President of Service Operations

Kyle Greer
Senior Vice President, Central & Northeast Regions

Jake Sloane
Co-Founder/Mergers & Acquisitions

Frank Zhang
Co-Founder/Chief Financial Officer

Our Locations



28 PARTNERS

36+ LOCATIONS

16 STATES

2,000+ EMPLOYEES

1,400+ TECHNICIANS

Sustainability as a Service

Crete is a multi-service provider for buildings and facilities, offering HVAC and mechanical, electrical, plumbing and building automation services to deliver solutions that optimize the built environment. By conserving resources and reducing inefficiencies through effective design, efficient equipment, thorough data capture and customizable automation, we're embedding sustainability into the built environment.

HVAC & Mechanical

Experienced in complex HVAC services for industrial and commercial facilities, we provide designs, installations, repair, replacements and predictive maintenance models. With HVAC refurbishment, aging units can be restored to peak performance. New and customized systems provide state-of-the-art efficiency performance.

- Retrofits reduce waste and costs by restoring efficiency to older units
- Predictive maintenance provides consistent peak efficiency
- Replacement projects utilize top-performing energy-efficient units

Electric

From blueprints to installation to repair and maintenance, our experienced professionals will ensure the safest, most efficient electrical system for your project, with high performance for lower energy costs.

- Sophisticated testing equipment thoroughly inspects your electrical system to ensure the safety of your facility
- Quality power monitoring can help prevent interruptions, save money and equipment, and ensure operational efficiency
- Energy-efficient upgrades can reduce your carbon footprint and cost to power your facilities

Water Management

Water plays an important role in a facility's functionality and environmental footprint. Wastewater, water use, water filtration and energy use all contribute to an organization's impact on people and planet. Restoration and replacement services can improve operations and efficiency. Water meters detect unusual activity and track usage for insights into the system.

- Chilled water installations and retrofits replace inefficient water installations
- Customized plumbing installs can address and correct facility-specific issues and inefficiencies
- Water meters monitor, track and control usage to detect line breakage, leaks and inefficiencies

Smart Buildings

Building automation services provide flexibility, customization and automation of building systems. Valuable insights into the operation of a building's systems can reduce costs, waste and inefficiencies, and are an important facet of sustainable operations.

- 24-hour monitoring means you are always informed of your facility's operations
- Controls and automation let you customize to your needs and cut excess costs and waste
- Data analytics provide clear insight into all your building functions and help identify where waste and inefficiencies are occurring

ELECTRIFICATION

Modifying systems with electric equipment and moving toward renewable energy solutions to replace fossil fuels are strategies that can reduce our global carbon emissions. To meet the growing need for decarbonization, several of our partners offer services like geothermal and solar energy and electric vehicle charging stations:

Advanced Integrated Services | Crosby Electric | Industrial Maintenance and Automation | Neilson Mechanical | Piper Electric

United for Impact:
Taking Action on Our Values

Our approach to sustainability, **United for Impact**, is funded on a three-pillar structure. By **improving lives**, **growing responsibly** and **creating collaboratively**, we can positively impact everyone we touch — that's thousands of people a day through our teams, partners, communities, clients and suppliers. When we unite for impact, we can empower sustainability and resiliency through all our communities, creating a successful business that is good for people and planet.

Improving Lives

From our teams to our partners to our clients and the communities we serve, we're dedicated to improving lives by creating better work experiences, better product and service choices, and better opportunities — all for a better future.

- **Safety:** We always prioritize the protection and wellbeing of our people.
- **Talent:** We provide meaningful mentorship and professional development programs.
- **Wellbeing:** We build belonging, diversity and equity into our culture.
- **Communities:** We contribute positively through giveback programs and volunteering.
- **Partners:** We support growth and development of our partners while providing independence in business operations.

CRETE INITIATIVE HIGHLIGHT
EMPLOYEE TALENT DEVELOPMENT PROGRAM

We understand that preservation of the best talent and quality service comes from satisfied employees who want to grow with us. Our Talent Development Program is an intentional approach to recruiting and retaining employees through creating a welcoming space to grow, a supportive approach to professional development, and a proven process to understand and act on employees' professional goals.

Our Talent Development Program shows our commitment to our employees from day one, and every day after.

- Our Internship Programs offer above minimum wage for entry-level positions.
- Our Apprenticeship Program is an accelerated career path program that provides nationally recognized credentials and supports underrepresented communities and adults without bachelor's degrees.
- Our Mentorship Program invests in our employees by providing clear career growth paths and professional guidance for a rewarding future.

Safety at Crete

We operate at the highest industry standards to protect personal health and safety and are committed to preventing incidents of all kinds. Obligatory training, weekly safety meetings and a dedication to reporting on and sharing lessons learned throughout our organization help minimize risk and build a culture of putting safety first.

Creating Collaboratively

Our business impact is more meaningful because of collaboration, as we're able to provide clients with a network of reputable suppliers across the HVAC, mechanical, electrical, plumbing and building automation space. This aggregation of whole-building solutions offers access to efficient, reliable systems that support holistically sustainable buildings and facilities with the convenience of a single provider.

Sustainability won't happen on its own, but when we commit and collaborate, we can create the sustainable world we envision.

We're helping buildings achieve LEED, BREEAM and WELL certifications.

CRETE INITIATIVE HIGHLIGHT
PARTNER RECYCLING PROGRAM THROUGH NORTHSTAR RECYCLING

Northstar Recycling simplifies the recycling process for businesses as a single point recycling vendor that accepts a wide range of materials. This Partner Recycling Program is a turnkey solution for partners across North America to engage in on-site recycling, making it easy to reduce material waste and contribute to the circular economy. Through our Northstar and partner collaboration, we can create solutions to expand our positive impact across the nation and turn operational material waste into value.

MATERIALS RECYCLED BY VARIOUS PARTNERS:

- Metals
- Refrigerants
- Scraps
- Paper & Cardboard
- Plastics
- Glass
- Sheet Metal
- Copper Wire
- Aluminum Wire
- Steel Conduit
- Oil
- Waste Liquid

Growing Responsibly

Even as we aim to expand, we're committed to responsible growth. Growing responsibly means we're selective about who we source from and bring on as partners, we're invested in sustainability from the top down, and we're serious about enacting policies that are good for business, people and planet.

Our Supplier Pre-Qualification Questionnaire supports responsible growth through partnerships with ethical organizations.

CRETE INITIATIVE HIGHLIGHT
SUSTAINABILITY TASKFORCE

Our dedicated Sustainability Taskforce is leading the charge on how we incorporate sustainability into our policies, culture and new acquisitions. The Taskforce is formally initiating data collection and goal setting for our next phase of sustainable growth which will include new partner acquisitions in renewable energy, electric charging stations and resource efficiency to add powerful offerings to our business that can help clients reduce their greenhouse gas emissions and improve their own sustainability record.

Crete United
Partners for Impact

Our partners enable their clients to achieve meaningful environmental impacts across their buildings and facilities. Our collaborative approach means we can provide a range of solutions for our customers and bring in reliable, trustworthy partners to get the job done.

Partner Highlights

ENVIRONMENTAL RESPONSIBILITY

General Mechanical Services, Maryland

In a project aimed at reducing energy costs and emissions, Montgomery County appointed General Mechanical Services (GMS) to coordinate the design, construction and commissioning of Rec Solar's canopy-mounted solar energy system at Public Safety Headquarters (PSHQ) and Montgomery County Correctional Facility (MCCF). GMS was responsible for integrating the system into the existing facility design and working closely with Pepco and Potomac Edison to ensure the microgrids interconnected to the centralized grid.

Yearly, the PSHQ microgrid reduces county greenhouse gas emissions by over 3,000 metric tons and provides an estimated 90%-95% of the facility's electricity consumption. MCCF is generating 60%-65% of its electricity on site.

SOCIAL RESPONSIBILITY

ProTech Mechanical, Texas

ProTech Mechanical has a demonstrable commitment to putting people first. In their Employee Training and Career Development, they've funded leadership training at Del Mar College for 18 employees. They provide factory trainings for service technicians and vendor trainings for project managers and estimators. They are engaged in their community, sponsoring Junior Olympics and The Port of Corpus Christi State of the Port and supporting Healthcare Facility Managers 2023 and local hospitals as a Christus Spohn Lyceum supporter.

CORPORATE RESPONSIBILITY

Piper Electric, Colorado

Piper Electric not only enables clients to become more efficient through their electrical service and maintenance but also tackles sustainability at their own office. In 2023, they installed 268 solar panels (432 watts each), which provide a total of 116 kW of solar regeneration to the electrical grid. The installation has helped Piper Electric reduce their electrical grid dependency by 75%.

Committing to the Future: What's Next in Sustainability at Crete

While we're taking steps today to build sustainability into our business, we know we've only just begun. The commitments we make today inspire actions tomorrow; our actions tomorrow determine the future.

So today, we commit to a sustainable future.

Our Sustainability Commitment

In mid-2023, we initiated a formalized commitment to sustainability by collaborating with Environmental Resources Management, the world's largest pure play sustainability consultancy. This work will help us develop a clear and transparent sustainability roadmap that identifies our material topics, set measurable near-term and long-term goals, and communicate a clear operational action plan.

MATERIALITY ASSESSMENT:
Identify what topics are material to our stakeholders to determine where we can make the most impact.

TARGET AND GOAL SETTING:
Measure baselines and collect essential data to set achievable goals and targets.

ACTION PLAN:
Develop an action plan with clear steps, objectives, milestones and time frames to compel and track our progress.

Upcoming Initiatives

As we initiate a more formal sustainability plan, we've identified three main spaces we can act in now to improve our sustainability record: Reduce our material waste to landfill across all partners, grow our business responsibly through energy-efficient product and service offerings, and strategically gather insights into our operations to help us identify our baselines and set meaningful goals for the future.

RECYCLING:
Increase waste diversion across our portfolio through our relationship with Northstar.

EFFICIENCY:
Enable greater energy and material efficiency for our clients by incorporating smart building technology into new client projects.

DATA:
Initiate the process of measuring and tracking metrics that are material to our business to enable goal setting through the development of a sustainable action plan.

Why Join Crete?

As a multi-service buildings solution provider, it's not only our responsibility to make buildings better — it's a privilege to be positioned to make a bigger impact on the world. We're making sustainability our business, and we'd love for you to join us.

Contact us at gogreen@cretemechanical.com to learn more about our sustainability initiatives.

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