



ENVIRONMENTAL POLICY

SEPTEMBER 9TH, 2021

Introduction


At Comfort Systems USA, Inc., we strive to go beyond adhering to applicable laws, rules, and regulations by minimizing the environmental impact of our daily operations while continuing to provide quality products and services to our clients. The environmental impacts most material to our business operations are energy efficiency and carbon emissions. We are committed to making improvements in both impact areas through the actions laid out in this policy, our annual Sustainability Report, and our Sustainable Supply Chain and Transportation Policies. These policies and programs include employee training and best practices, as well as education and awareness efforts.

Policy

1. Invest in process efficiency improvements and technology innovations when applicable and beneficial to the environment.
2. Strive to evaluate and improve our supply chain, including reducing related greenhouse gas emissions and waste produced.
3. Put in place policies and procedures that help to reduce our carbon footprint and reduce energy use, including transportation policies, green facilities, and accredited reporting frameworks.
4. Regularly evaluate our resource consumption and waste management practices.
5. Ensure hazardous waste is handled and disposed of responsibly and in accordance with local, state and federal regulations.

Conclusion

The requirements of this Environmental Policy apply to all Comfort Systems USA, Inc. employees and entities. The scope of this policy covers all operating companies. The individual policies detailed above are required for our employees, management, leadership, customers, and suppliers to consider during any decision-making process. Comfort Systems USA, Inc. senior leadership is responsible for the successful implementation of the Environmental Policy. We hope that by enforcing and communicating this policy, we will increase awareness of environmental stewardship within our company and industry. This policy, and subsequent environmental efforts, will be reviewed on an annual basis.

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| Document | Comfort Systems USA, Inc. Environmental Policy |
| Date | 09/07/2021 |
| Reviewed By | Laura Howell, Vice President & General Counsel |
| Signature |  |

**COMFORT
SYSTEMS USA**