



Priority Focus Areas | Material Topics Policy

Albireo Energy is a leading independent building controls and energy services provider recognized by customers for creating intelligent, high-performance buildings. We help building owners and their teams make decisions about building automation that achieves operating performance, decarbonization and sustainability goals.

To get to our ESG priority focus areas / material topics, we conduct an annual review of ESG reporting standards including frameworks from the Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI). We also support and align our reporting to the United Nations Sustainable Development Goals (UN SDGs), and continue to monitor California, Europe and global reporting requirements.

We assess our commercial landscape and engage our leadership team, Board of Directors and ESG Working Committee and select customers and suppliers to prioritize issues based upon pertinence to our industry, business and stakeholders. Our list of priority topics reflects these inputs and align with our four key ESG pillars. The topics listed below have been updated to reflect our changing business landscape and have been updated for 2024.

This priority-based approach to ESG ensures that we can continue to build a meaningful ESG strategy that responds to external events, business priorities, stakeholder expectations and our own performance results. Our priority issues are:

- Opportunities in green buildings and clean technologies
- Carbon footprint and energy use in our operations
- Employee safety
- Human capital management
- AI risks and opportunities
- Supply chain risk management
- Operational process excellence
- Ethics and compliance
- Cybersecurity
- Multi-generational innovation plan

We work with a third party partner to validate product and revenue claims made as part of "opportunities in green buildings and clean technologies." This partner has been engaged to assess and validate our Scope 1 and 2 emissions, and energy, water and waste in our operations. This data will be released as part of our 2023 sustainability report.