



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.

Because we're technology agnostic, we see buildings in a different way. By understanding the mission of a building portfolio, our team of building performance experts designs and delivers technology and service solutions that provide maximum control of data centers, offices, hospitals, universities, manufacturing, multi-use sites.

Our work begins with engineering, project planning and exceptional execution, and extends through maintenance, monitoring, analytics, and energy procurement services. At Albireo Energy, our promise is to stay connected.

Our ESG Approach

We formalized our ESG approach, ensuring that the steps we take propel our business strategy and make our company more resilient. This strategy, approved by our Board of Directors in 2023, has shaped our focus around four key pillars:

- Expanding access to sustainable solutions that reduce environmental impact and that improve building performance.
- Reducing the environmental impact of our operating footprint including buildings and fleet.
- Developing and engaging a diverse and inclusive workforce of building controls experts.
- Operating with strong governance to ensure the highest standards of ethics and values.

We help customers create intelligent, high-performance buildings that are responsible to the environment and good for business. Our greatest contributions are through the services we offer, the projects we deliver and the commitment to developing a technical and engineering workforce with the expertise required to create buildings for the future.

We continue to challenge ourselves to think differently and continuously incorporate sustainability principles into the way we operate, serve and engage. We do this so that we can manage risk and create value for our stakeholders and ensure a long-term resilient and responsible business. This includes:

- Preparing our employees and customers for the future by understanding trends related to climate change, energy consumption, technology and resources and reflecting them in our projects and services.
- Providing expert services in sustainability, energy, climate change and environment to help customers improve sustainability performance, reduce costs, and manage risk within their buildings and building portfolios.
- Actively managing and improving our own sustainability performance and disclosing our performance in line with the issues that are most important to our stakeholders and where possible, applying recognized frameworks.
- Creating an inclusive business culture to attract, recruit, develop and retain diverse talent that is well positioned to deliver to their full potential.
- Ensuring strong governance practices in all areas of our business with the right controls, policies, risk management as part of a culture of compliance.
- Conducting our business in an ethical manner apply and taking a proactive role in delivering the best solutions for all our stakeholders.



Our ESG Priority Areas

To get to our ESG focus areas, 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.

Alignment with the United Nations Sustainable Development Goals (UN SDGs)

The UN SDGs represent complex global challenges, including several that intersect with our ESG priorities. We focus on addressing the SDGs where we can help make the greatest difference based upon our expertise, business strategies and social impact efforts.

ESG Oversight

Strong governance is foundational to our ESG efforts. Albireo Energy's full Board oversees our ESG strategy and it's reviewed once a year. Throughout the year, the Board is briefed on various ESG topics during every standard Board meeting. As part of business reviews, the CEO and Executive team discuss and address specific ESG topics, making ESG part of the way that the company is led.

In 2022, an ESG leader was named, reporting directly to the CEO, and a cross-functional ESG Accountability Committee was formed with leaders representing each of the company's material topic areas. Accountability Committee meetings are held every six weeks with the CEO and Chief Financial Officer in attendance. For every material topic area, a project team has been formed and is accountable for proactively stewarding the issue and reporting to the Accountability Committee.



In addition, ESG issues are incorporated into the investment process in a rigorous and repeatable manner, aligned with Huron's investment policies. ESG due diligence findings are presented to the Investment Committee for consideration alongside business and financial-related findings.

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