



## **Albireo Energy: Statement About our Approach to Safety**

**Albireo Energy is a leading independent building controls and energy service 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.**

Our top priority is returning our employees home safely everyday. That is why **safety is a core value** at Albireo Energy. We expect each of our employees to embrace a zero-accident mindset as the basis for our safety culture. No operation is considered so important or a scheduling deadline so critical that safety is compromised. We are dedicated to providing an integrated, adaptable and consistent company-wide safety program.

In building a safety culture, we established our **Safety Must Win Battles**. These are focus areas with greatest safety risk and where awareness, training and engagement make the biggest difference. These include:

- Electrical Safety (lock out / tag out)
- Fall from Heights (ladder and other related heights)
- Defensive Driving (vehicle safety)

We regularly communicate about our Safety Must Win Battles in employee town halls, newsletters, roundtables and other communication channels, and review progress as part of our business reviews. We also recognize the importance of recognizing those who champion safety. Our Safety Stars local recognition program equips local leaders and employees to nominate and recognize individuals who are going above and beyond to build a safety culture.

### **Safety Responsibilities and Oversight**

Protecting the safety of employees, customers, and building occupants requires the right oversight and a dedicated team charged with curating a responsible, effective, and solutions-based health and safety program. Albireo Energy's Safety Council, comprised of Divisional Safety Managers, and led by Vice President of Environmental, Health and Safety, meets monthly to discuss lessons learned from prior incident investigations, as well as system, program and process improvements.

Albireo Energy's executive team reviews every recordable incident and root cause analysis to ensure that proper countermeasures are in place to avoid another incident. Overall safety governance is led by the CEO who reviews safety as part of monthly and quarterly operating reviews. A division-level safety scorecard further drives local accountability and culture.

### **Safety Risk Assessments**

Albireo Energy's safety risk assessments are conducted in 100% of company locations annually and focus on the environments where our employees work. Because calls and ions(?) are primarily field based, we evaluate risks associated with activities such as electrical work, controls installation, commissioning, service calls, and travel between customer sites. Job hazard analyses and field observations help identify

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potential hazards and ensure the appropriate controls, training, and procedures are in place for each location and in line with our Safety Must Win Battles. Subcontractors performing work on our behalf are held to the same safety standard as Albireo Energy employees.

### **Safety Training**

Our field employees face the greatest health and safety risks. They drive from one customer site to the next, work on mechanical and energized systems, and climb up and down ladders.

We introduce employees to our safety culture on day one and before they start on any project work. New hires participate in safety orientation that includes provision of OSHA 10 or OSHA 30 certification in general safety, personal protective equipment relevant to their job function and in accordance with OSHA regulations, and our safety manual with procedures for safely performing their work. Once initial requirements are met, more experienced employees are paired with new hires for hands-on training while at the jobsite.

Refresher training for existing employees and other professional development resources is provided throughout the year for all field-based employees and their managers. Albireo Energy offers web-based safety training platform Vector Convergence and Click Safety, providing employees with flexible options for completing safety training and OSHA certifications.

To complement training and keep safety front-of-mind, the Safety Manager introduces Toolbox topics each week to all safety-sensitive employees that emphasize the importance of:

- Staying focused on safe work practices
- Performing all tasks in accordance with safety policies and procedures
- Avoiding shortcuts
- Being aware of hazards in our routine work
- Looking out for the safety of others

Managers may discuss Toolbox training topics in a team setting, and employees must also read and sign off after completing the training topic each week.

### **Project Pre-Planning and Safe Work Practices**

Prior to the start of any project, the scope of work is reviewed for associated risks and a site-specific safety plan is developed.

Each project has a designated Competent Person (CP) who is trained to recognize hazards, properly use safety tools and equipment, and understand the dangers of work performed unsafely. Importantly, CPs have the authority to stop work should an unsafe situation arise.

At the beginning of the day, the CP reviews the job site for any safety issues and plans how to safely accomplish the daily scope. The plan and related topics are discussed in a daily team safety meeting before work commences.

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### **Incident Reporting and Investigation**

Because many incidents are preventable, we place heavy emphasis on hazard awareness and safe practices in our day-to-day activities. When incidents, including near misses, do occur, we require our team members to report them immediately, which has strengthened our incident reporting protocols. In 2023, we refined our safety manual, automotive incident/ injury processes, and incident reporting protocols all of which live in a secure environment, available to all Albireo Energy employees.

We recognize the importance of reviewing the steps and contributing factors that led to a safety incident while memories are fresh. Once the root cause is identified, we eliminate the hazard to prevent a recurrence through improvements in engineering controls, administrative controls, training, and communication across the entire organization.

Albireo Energy is implementing an enterprise-level EHS software platform to integrate key elements of the safety management system and improve visibility across incident management, corrective actions, audits, inspections, and risk assessments.

### **Culture of Continuous Improvement**

We are committed to continuously improving our safety practices including training, resources, processes and systems, and other risk reduction measures. In addition to a situational, "find it, fix it" culture, we ensure that safety is formally incorporated into our strategy and operational planning processes, and discussions with our Board of Directors so that continued investments, resources, and focus can be placed on making Albireo Energy an even safer place to work.

### **Policy Ownership and Review**

Safety policies are owned by Albireo Energy's Vice President of Environmental, Health and Safety, who oversees the company's safety program and related procedures in coordination with the Safety Council and Divisional Safety Managers. All safety policies apply to Albireo Energy employees, its subsidiaries, and sub-contractors.

Safety policies are reviewed annually and periodically when required to ensure alignment with regulatory requirements, operational practices, and lessons learned from incident investigations. Executive leadership maintains oversight through regular safety reviews as part of Albireo Energy's operating governance processes.

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