



Responsibility Report ... 2025 ...



A photograph of a man wearing a blue hard hat, glasses, and a high-visibility yellow and black safety jacket. He is looking down at a tablet computer he is holding. The background shows an industrial facility with power lines and structures under a clear blue sky. The image is partially framed by a dark blue, rounded shape on the left side.

 **Albireo Energy®**

Contents

Albireo Energy’s Responsibility Report outlines the company’s priorities, strategies, and activities for calendar year 2025, unless otherwise noted. We are committed to regular and transparent communication of our responsibility efforts.

To provide feedback or ask questions about this report, please email our head of sustainability at prichman@albireoenergy.com.

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Overview

Albireo Energy is a leading independent building controls and energy services provider recognized by customers for creating intelligent, high-performance buildings.

In 2025, the Albireo Energy team continued to address customer needs for more efficient and resilient buildings, and partnerships with responsible and transparent companies. These concepts have never been more important to our business, and our sustainability performance is reflective of our commitments.

We continue to recognize that sustainability is not a destination, but instead a journey. We have built a continuous improvement mindset throughout our business. Our performance summary provides a progress report on our material topics with data disclosures in line with 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).



**Founded
in 2014**



**915
Employees**



**\$378M
in Revenue**



**\$1.4B Sales
Pipeline**



**44 Fortune
100 Customers**



**13% Growth
YOY in Service**



**1,046 Service
Customers**



**4K Customers
Under Utility
Management**



**51K Total
Installations**



**46 States and
40+ Countries**

All figures shown are from 2025.

Our Responsibility Approach

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, projects we deliver, and commitment to developing a technical and engineering workforce with the expertise required to create buildings for the future.

We continue to challenge ourselves to incorporate sustainability principles into the way that we operate, serve, and engage, and do this through an emphasis on our material topics, which are reviewed annually by the Executive Leadership Team, Board of Directors, and the Responsibility Working Group. Our material topics include:

- Opportunities in green buildings
- Carbon footprint, energy use, and waste management in our operations
- Talent management
- Employee safety
- Sustainable procurement
- Ethics and compliance
- Cybersecurity
- Use of artificial intelligence



Key Focus Areas

Our material topics continue to be organized in four categories for engagement and reporting purposes.



Expanding access to sustainability technology and service solutions.



Reducing the environmental impact of our operating footprint.



Developing and engaging a high-performing workforce.



Operating with strong governance and the highest standards of ethics and values.

Our Focus Areas Align with the United Nations' Sustainable Development Goals (UN SDGs)

This table reflects alignment between Albireo Energy's publicly reported responsibility focus areas and the UN SDGs.

SDG	Albireo Energy Focus Area	Specific Albireo Energy Activities
SDG 3 Good Health & Well-Being	Developing and engaging a high-performing workforce	<p>We build a winning culture where employees feel safe, valued, and respected for the work they do.</p> <ul style="list-style-type: none"> • Safety culture and training • Employee benefits • Workplace well-being programs • Engagement supporting retention and morale
SDG 7 Affordable & Clean Energy	Expanding access to sustainability technology and service solutions	<p>We reduce building energy consumption through modernization and optimization of building systems and from energy use analysis and purchasing.</p> <ul style="list-style-type: none"> • Building automation system (BAS) upgrades replacing legacy controls • Energy optimization projects • Lifecycle performance services • Energy use analysis, energy procurement, and utility management
SDG 8 Decent Work & Economic Growth	Developing and engaging a high-performing workforce	<p>We invest in developing a skilled technical workforce needed to support modern building infrastructure.</p> <ul style="list-style-type: none"> • Career advancement programs • Technical workforce development and training • Role-based communities of practice • Recognition and incentive programs • Competitive pay and benefits

SDG	Albireo Energy Focus Area	Specific Albireo Energy Activities
SDG 11 Sustainable Cities & Communities	Expanding access to sustainability technology and service solutions	We improve energy and operating performance of mission-critical buildings and infrastructure, including pharmaceuticals, research labs, healthcare, education, commercial, government, and data centers. <ul style="list-style-type: none"> • Mission-critical BAS, programmable logic controllers (PLCs), and electrical power monitoring system (EPMS) design, installation, commissioning, and services • Building system integration across multiple systems and campuses • Energy optimization, reliability, and performance-based intelligent services
SDG 12 Responsible Consumption	Reducing the environmental impact of our operating footprint.	We do our part to reduce our own environmental operating footprint: <ul style="list-style-type: none"> • Energy, greenhouse gas (GHG), water, and waste benchmarking and operational improvements • Fleet management practices • Green leases and travel policies • Environmental policy management
SDG 13 Climate Action	Expanding access to sustainability technology and service solutions	Our Sustainability Solutions portfolio is a suite of services promising energy efficiency and reduced climate impacts. <ul style="list-style-type: none"> • Robust portfolio of services • Definition meets external framework requirements • Third-party reviewed



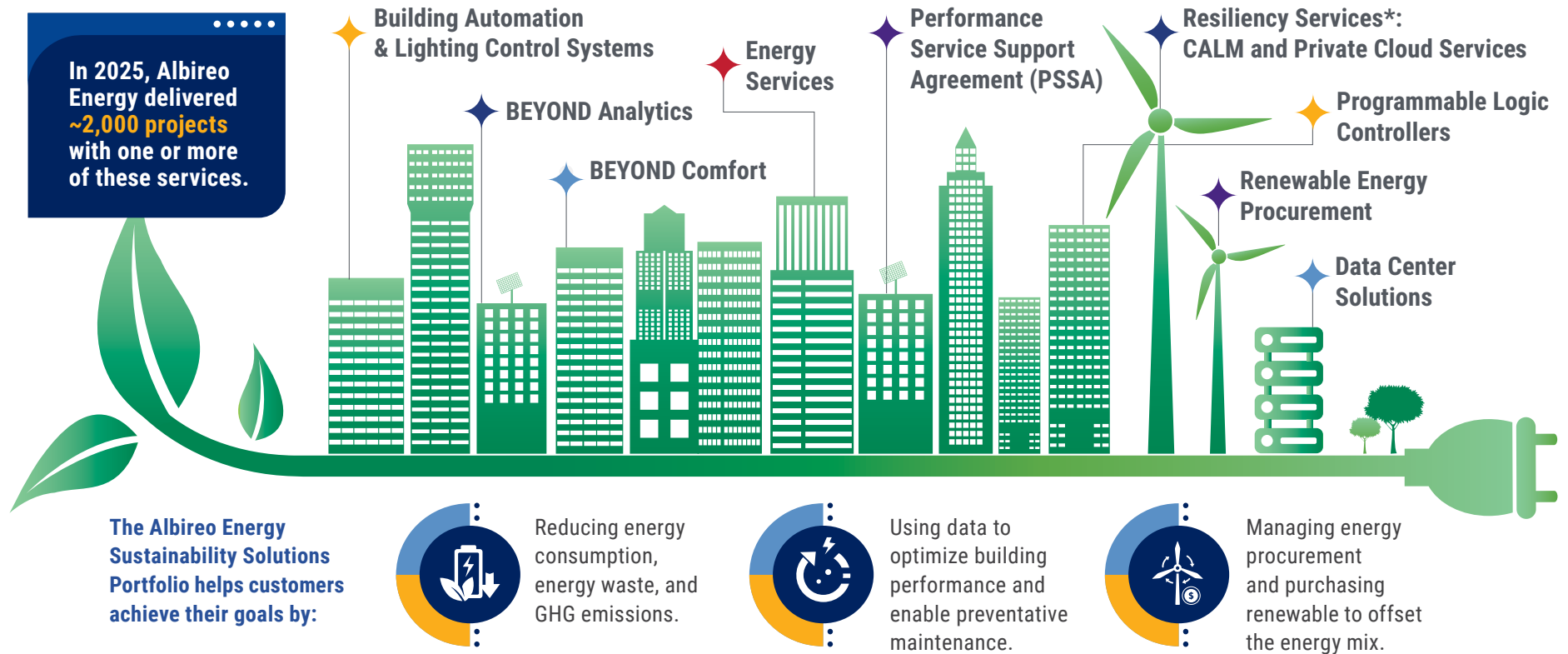
1

Expanding Access to Sustainable Solutions

We are expanding access to sustainable building solutions that reduce environmental impact, improve building performance, and create more resilient operations. We advise customers on multiple facets of building and energy management by designing, developing, and implementing technology and service strategies carefully tailored to industry, location, and business mission.

Albireo Energy Sustainability Solutions Portfolio

The Albireo Energy Sustainability Solutions Portfolio is central to our customer commitment. We use definitions within external reporting frameworks to define the services that meet or exceed requirements for green building offerings. For the third consecutive year, we engaged a third party to validate the scope of our portfolio as well as the business and environmental impacts of our work in 2025. The Albireo Energy Sustainability Solutions Portfolio includes products and services that directly reduce energy consumption by improving building efficiencies and energy monitoring as well as renewable energy. Those solutions include:¹



While ensuring building resiliency, uptime, and compliance requirements and without compromising occupant comfort, safety, health, and productivity.

The Sustainability Solutions Portfolio represented 77% of Albireo Energy's total revenue in 2025.

¹ To identify these sustainable services, Albireo Energy leveraged the definitions and language provided by the EU Taxonomy for Sustainable Economic Activities, CDP, GRESB, ASHRAE, and the USGBC.

* Our Resiliency Services support the long-term reliability, health, and operational continuity of the built environment. These services are not included in our environmental impact or Sustainability Solutions revenue calculations.

Portfolio Highlights

Building Automation Systems

We design, integrate, modernize, and manage BAS that control heating, ventilation, and air conditioning, as well as, central plants, lighting, and other critical systems, across healthcare, life sciences, commercial real estate, industrial, data center, education, and mission-critical facilities.



Albireo Energy at Work

Research & Development Laboratory

A new 160,000-square-foot lab is leveraging tightly integrated BAS, lab air control systems, and lighting to deliver precise environmental control, adaptive energy management, and real-time system visibility. Together, these systems create a high-performance academic research hub that supports complex scientific work while advancing campus sustainability and operational excellence.

Data Center / Mission-Critical Solutions

We provide building and electrical controls and energy services to hyperscale, colocation, and enterprise data centers requiring building performance, energy management, decarbonization, and sustainability strategies.



Albireo Energy at Work

Multi-Campus Data Centers

A multi-campus data center operator implemented a centralized, remote BAS service model with our Managed Services Center across 34 sites. Through continuous monitoring, remote support, and system health checks, we improved issue response time, enhanced system visibility, and reduced downtime while allowing on-site teams to focus on mission-critical operations.

Private Cloud Services

We offer a fully managed service allowing building owners to securely host their BAS and EPMS applications and data on our cloud platform without maintaining on-site, capital-intensive servers. Albireo Energy designs, deploys, and manages the environment, centralizing system access on our secure platform while separating operational technology (OT) from core IT systems.



Albireo Energy at Work

Large Accounting Firm, Major U.S. City

An accounting firm's BAS was managing systems across 14 floors of a commercial office building with an on-premise server hosting data and applications. As its BAS was nearing the end of its life and required upgrade, we worked with operations and IT teams to implement Private Cloud Services. Doing so avoided on-premise, capital-intensive servers, eliminated the need for IT oversight, and isolated BAS from business IT systems.

Albireo Energy Sustainability Solutions Portfolio Results¹



Energy cost savings for customers: **\$19,629,028 (~\$20M)**



Cost savings translate to a reduction of **86,074 MWh** of electricity usage and **1,098,736 therms** of natural gas consumption



Energy reduction and renewable energy procurement results in an estimated **32,038 MTCO₂e** of avoided emissions for Albireo Energy clients

About Albireo Energy's calculations In 2025, Albireo Energy delivered over 2,000 services meeting sustainability solutions criteria resulting in gross revenue of \$322.4M for the sustainable services provided. For each of these provided services, it was assumed that a portion of the gross revenue directly provided an energy savings impact to customers. For services that improve energy efficiency, Albireo Energy calculated the estimated energy cost savings for each service provided. The cost savings were calculated based on industry studies on return on investment for building efficiency upgrades, studies, and reports on implemented technologies, and Albireo Energy's case studies and experience as an energy services provider. Each service was estimated to provide varying cost savings, which was calculated as a percentage of the gross revenue assumed to deliver direct impact. Gross revenue for each service was used to calculate energy savings as savings are calculated based on a return-on-investment to the customer.

¹ To identify these sustainable services, Albireo Energy leveraged the definitions and language provided by the EU Taxonomy for Sustainable Economic Activities, CDP, GRESB, ASHRAE, and the USGBC.



2

Environmentally Responsible Operations

While our own environmental footprint is relatively small, we are committed to continuously reducing the impact of our operations. Our customer base requires solutions for building and maintaining high-performance buildings, and we believe that minimizing our own impact is key to operating as a responsible company.

Our Greenhouse Gas Emissions, Energy, Waste, and Water Performance

For the third consecutive year, we collected data on our energy consumption and associated greenhouse gas emissions (GHG), as well as our water usage and waste management.

We used the Albireo Energy Utility Module to collect data for this assessment, including electricity and natural gas from our facilities and fuel usage from our vehicle fleet. For 2025, we achieved data coverage of 83%, leveraging our fleet fuel and mileage tracking system. Our data accuracy improvements reduce our reliance on estimates to support our GHG inventory.

To assess our environmental performance, we benchmarked the actual utility usage of our facilities against national energy consumption data from the Commercial Buildings Energy Consumption Survey (CBECS). Our utility usage is in line with average energy consumption for commercial buildings. We expect that our GHG emissions are also average compared to similar companies.

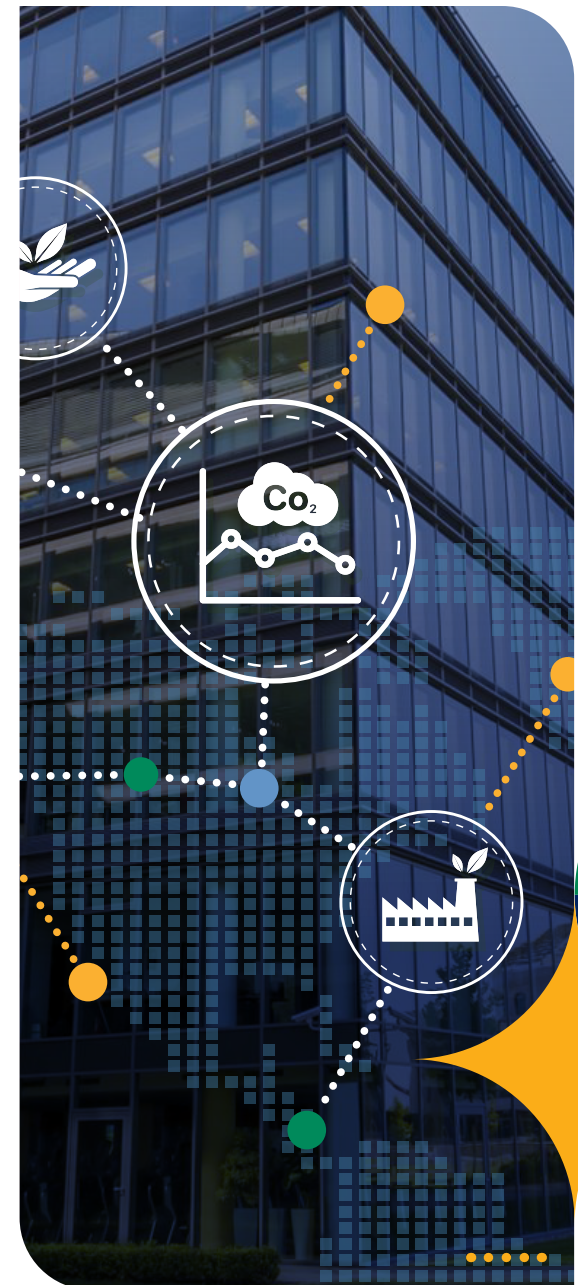
 We achieved data coverage of **83%**, leveraging our fleet fuel and mileage tracking system.

Greenhouse Gas Emissions

Using our collected data, we calculated our Scope 1 and Scope 2 GHG emissions. Scope 1 emissions (direct emissions) are fuel consumed by our fleet and at our facilities. Scope 2 emissions (indirect emissions) are purchased electricity for our facilities.

Albireo Energy's Scope 1 and 2 GHG emissions from fleet and facilities have been calculated using the GHG Protocol's Corporate Accounting and Reporting Standard and the GHG Protocol Scope 2 guidance. Where actual data was not available, we estimated using industry best practices. Per the GHG Protocol, we report Scope 2 emissions using both location-based and market-based methods.

The location-based method reflects the average emissions intensity of grids on which energy consumption occurs using mostly grid-average emission factor data. The market-based method reflects emissions from electricity that companies have purposefully chosen or where there is lack of choice.



GHG Emissions

1 GHG Emission Source	2023 Value (MTCO ₂ e)	2024 Value (MTCO ₂ e)	2025 Value (MTCO ₂ e)	2024-2025 YoY Change (%)
Total Scope 1 Emissions	3,122	3,278	3,272	-0.2%
Scope 2 Location-Based Emissions	843	939	950	1%
Scope 2 Market-Based Emissions	893	1,019	980	-4%
Total Scope 1 and Scope 2 Location-Based Emissions	3,965	4,217	4,222	0.1%
Total Scope 1 and Scope 2 Market-Based Emissions	4,015	4,297	4,252	-1%

Table 1 summarizes our Scope 1 and 2 emissions for the 2023, 2024, and 2025 calendar years. Our Scope 1 and 2 emissions have stayed largely similar. For 2025, our Scope 1 and 2 location-based emissions are 4,222 MTCO₂e, representing a less than 1% increase compared to 2024.

2 GHG Emissions Intensity (Units)	2023 Value	2024 Value	2025 Value	2024-2025 YoY Change (%)
Fleet Emissions per Vehicle (kgCO ₂ e/vehicle)	6,192	6,039	6,703	11%
Facility Emissions Location-Based (kgCO ₂ e/sqft)	4.52	4.38	4.39	0.3%
Facility Emissions Market-Based (kgCO ₂ e/sqft)	4.74	4.7	4.52	-4%

Table 2 summarizes our GHG emissions intensity metrics. Facility emissions intensity increased slightly under the location-based approach and decreased under the market-based approach. Fleet emissions intensity has increased, driven by greater fuel usage relative to fleet size. Our fleet decreased from 516 vehicles in 2024 to 466 vehicles in 2025, while our fuel consumption remained similar. We continued our efforts of transitioning our fleet to hybrid vehicles. We also pursued energy-efficient facilities, where practical.

Energy Consumption

We have calculated our energy consumption, summarized here. Electricity and natural gas use are from our facilities whereas, gasoline and diesel are from our fleet usage and make up the largest share of energy consumption.

Energy Metric	2023 Value (MWh)	2024 Value (MWh)	2025 Value (MWh)	2024-2025 YoY Change (%)
Natural Gas	964	892	819	-8%
Gasoline	12,190	12,890	12,947	0.4%
Diesel	74	74	58	-22%
Ethanol E-85	3	3	1	-68%
Electricity	2,585	2,973	2,994	0.7%
Renewable Energy	0	0	0	N/A
Total Energy Consumption	15,816¹	16,832	16,819	-0.1%
Percent of Total Energy Consumption from Renewable Sources	0%	0%	0%	N/A

¹ CY23 total energy usage reflects a recalculation of our fleet fuels following a reassessment of the estimation approach used. The recalculation reflects a more accurate accounting of fleet fuel consumption.

Water Usage and Waste Management

In 2025, our water use decreased by 10%. The decrease in water consumption is partially attributable to improved data availability due to landlord outreach efforts.

Metric	2023 Value (gallons)	2024 Value (gallons)	2025 Value (gallons)	2024-2025 YoY Change (%)
Water	2,485,064	2,870,120	2,591,616	-10%

In 2025, our waste generation decreased by 12%. Albireo Energy's waste generation reflects non-hazardous waste only.

Metric	2023 Value (MT)	2024 Value (MT)	2025 Value (MT)	2024-2025 YoY Change (%)
Total Waste	1,502	1,812	1,592	-12%
Total Waste Recovered	275	348	302	-13%
Percent Diversion	18%	19%	19%	0%



Service Fleet

Our engineers and technicians are available 24x7x365 and travel to our customer sites to troubleshoot and service systems

Our dedicated fleet manager oversees safety, efficiency, and transparency of our fleet, including vehicle age, mileage, and fuel usage. We committed to converting at least 75% of our fleet to hybrid vehicles by 2030 and are exploring opportunities to accelerate this process where it makes sense. As of December 2025, 42 of our 466 vehicles are either electric or hybrid.

We also recognize that there are potential efficiency gains when we reduce idling and ensure accurate routing of technicians to installation and service jobs. In 2025, we implemented telematics across our fleet to track key metrics like fuel economy.

Employee Travel

Our Employee Travel Policy urges employees to evaluate low-impact business transportation options whenever feasible. This includes public and shared transportation methods, such as trains and buses. For example, choosing rail travel over a short-haul flight can significantly reduce emissions.

Employees are encouraged to compare emissions associated with different transportation options, considering factors such as distance traveled, fuel efficiency, and the carbon footprint of each mode of transportation. When this information is available, we encourage employees to opt for the transportation option with the smallest carbon footprint that still satisfies the business-related travel needs.

Sustainable Facilities, Green Leases

Albireo Energy's office footprint is largely leased spaces in markets where we operate and serve. We regularly evaluate our facility needs in line with customer and workforce demands and apply standard guidelines when evaluating leasing opportunities. We look for buildings with high occupancy rates, excellent energy efficiency ratings, and use of sustainable materials, as well as prime locations.

In 2025, our leasing agent continued to apply our sustainability standards for identifying and selecting buildings. We continue to identify opportunities to incorporate provisional language into new and renewed leases about access to performance data, sub-metering, and continuous improvement. As we go forward, we are committed to achieving recognition from the U.S. Department of Energy's Green Lease Leader program for environmental excellence in lease spaces.



3

Developing and Engaging a High-Performing Workforce

Our work requires building performance expertise. It also requires an inclusive work environment where people care about what they do, each other, and the people who count on us the most.

We approach employee recruitment, development, and engagement with this in mind. We listen to feedback, analyze the results, and use data to inform our improvements.

Three Guiding Pillars



Safety First

We emphasize safety with our employees, whether on a jobsite, on the way to a customer, or in the office. Building a safety culture begins with leadership and accountability and ensuring that everyone goes home safely at the end of the day.



Deliberate Development

We equip our leaders with the tools and resources they need to develop our employees and engage in meaningful career development discussions. Doing so creates a climate of inclusion and better understanding of our employees' needs.



Ingenuity Reward

We know that high-performance teams are innovative problem-solvers – and some of our most successful services and solutions were borne from this mindset. The more creativity and candor among our employees, the better the results.

Safety First

At Albireo Energy, safety is our top priority. Our goal is simple: Every employee returns home safely each day. We expect every team member to adopt a zero-accident mindset, and no task or deadline is ever more important than working safely.

Our safety program focuses on **Safety Must Win Battles**. The areas of greatest priority are identified during our annual operational employee health and safety risk assessments. These are areas where awareness, training, and engagement make the biggest difference. Progress is reinforced through regular training, town halls, and leadership communication.

Safety Must Win Battles

By placing accountability at the field level, where safety and risk management occur, and reinforcing it with executive leadership support, Albireo Energy continues to strengthen a safety-first culture that protects our people and drives long-term value. We continue to strengthen internal processes to reduce safety risks and ensure consistent reporting and governance. For more information about our safety approach, see our [Safety Statement](#).



Electrical Safety
Lock Out / Tag Out



Elevated Work Safety
Ladder and Other Related



Defensive Driving
Vehicle Safety

Safety Responsibilities and Oversight

Our Safety Council is led by the vice president of Environmental, Health and Safety (EHS) and includes division safety managers. The Committee meets monthly to review incident learnings and strengthen safety programs and procedures.

Every recordable incident and root cause analysis is reviewed by the executive team to ensure appropriate corrective actions are implemented. Safety governance is led by the CEO through regular reviews during monthly and quarterly operating discussions, while division safety scorecards reinforce accountability and culture.

In 2025, Albireo Energy finalized the selection of an enterprise-level EHS software platform, which will be implemented in 2026 to integrate key elements of the safety management system and improve visibility across incident management, corrective actions, audits, inspections, and risk assessments.

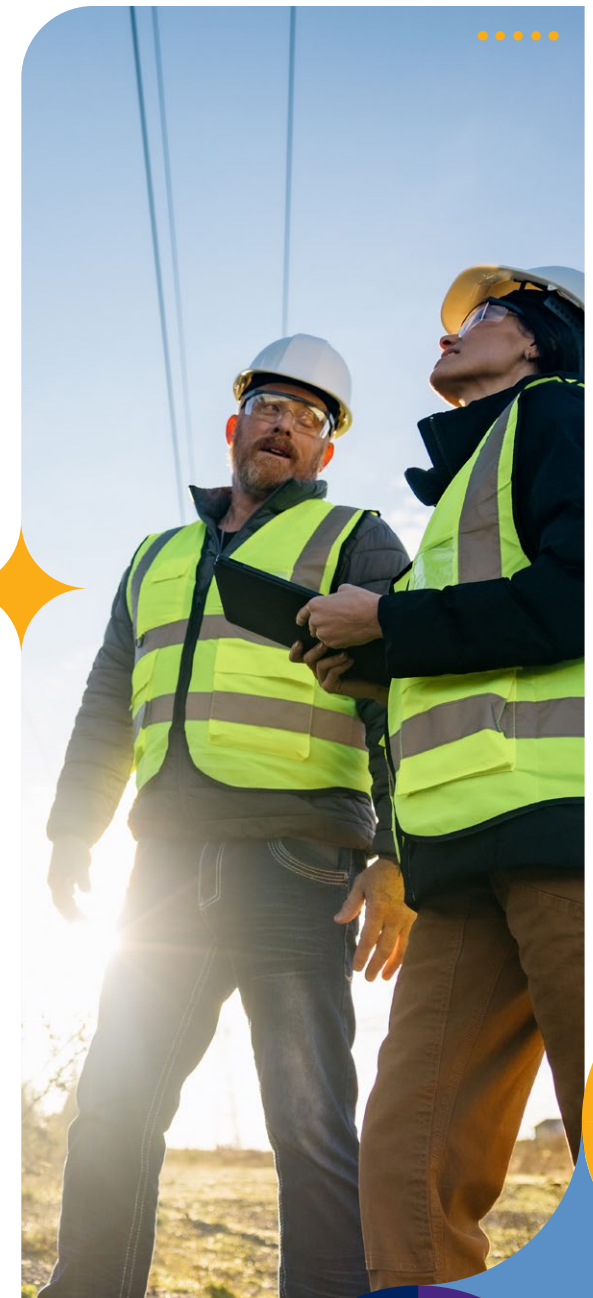
Safety Risk Assessments

Albireo Energy has a business-level Risk Register that outlines the specific EHS risks associated with the performance of the business. The Risk Register is updated annually, and risk reduction measures called out in the Register are tracked to ensure mitigation measures remain in place.

Jobsite safety risk assessments focus on the specific environments where our employees work. Because our operations 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 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.



**100% of Albireo Energy locations
had a safety risk assessment in 2025.**



Must-Win Safety Battles



Driver Safety

Driving represents the highest safety risk across Albireo Energy's operations due to the size of the company's fleet and the number of daily service visits made by field employees.

To reduce risk, Albireo Energy continuously monitors the driver's license status of all fleet drivers and receives immediate notification of infractions or status changes. AI-enabled telematics systems were deployed in 2025 in higher-risk locations to monitor driving behaviors such as speeding, following distance, and harsh braking. These systems provide real-time coaching and alerts while capturing video to support incident review.

Early results contributed to a reduction in auto insurance claims and costs in 2025, with additional fleet deployment planned in 2026.



Electrical and Elevated Safety On the Jobsite

Albireo Energy integrates safety into the project lifecycle, beginning during the bidding process, where potential risks are evaluated and mitigated before work begins. Once projects transition to operations, teams conduct job safety analyses and daily pre-job briefings to identify site-specific hazards.

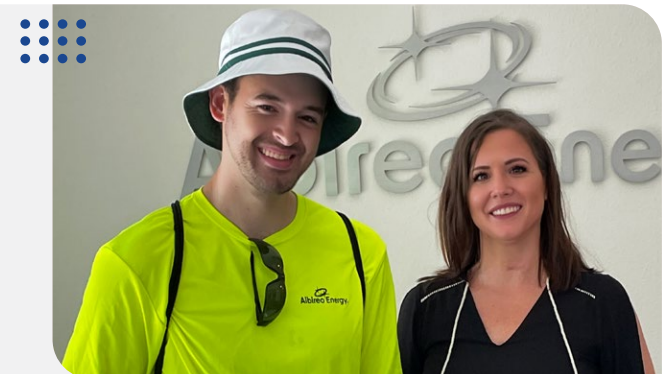


Field safety efforts focus on the company's highest-risk exposures, including electrical work and falls. Electrical safety and lockout/tagout procedures, along with ladder and employee lift safety practices, are reinforced through training, job planning, and jobsite inspections, with coordination among contractors and facility personnel to manage changing site conditions.

Albireo Energy Safety Star

John Pearson, Systems Specialist | Arizona

Commitment to jobsite safety: Enforces full personal protective equipment compliance and proactively ensures all safety equipment, ladders, and certifications are current and up to standard. He promotes a strong safety culture by monitoring jobsite conditions and prioritizing technician wellness, including hydration in high-heat environments.



Safety Training

Albireo Energy provides safety training delivered through online, instructor-led, and field-based formats based on employee roles, with targeted instruction for field employees on key hazards such as electrical safety, fall protection, and safe driving practices. Field employees receive 50 hours of scheduled safety training per year.

In 2025, Albireo Energy expanded an enterprise-wide EHS training platform to deliver more consistent training across the organization and incorporate lessons learned from incidents and driver safety data to reinforce safe behaviors in the field.

Safety Performance

Metric	2023	2024	2025	Industry Avg
Work related Injuries (#)	13	10	6	
Total recordable injury rate (TRIR)	1.24	0.95	0.59	1.6
Injuries resulting in lost time	7	4	4	
Lost time injury rate (LTIR)	0.67	0.38	0.39	0.6
Vehicle accidents (#)	38	42	21	
Experience modification rate (EMR)	0.77	0.79	0.87	1.00

This rate is calculated based on 200,000 hours worked.

 **Approximately 50% reduction over the last 24 months in injuries and vehicle accidents.**

Safety Highlights

37% reduction in TRIR and
0% reduction in LTIR

50% reduction in vehicle accidents

Thousands of hours of safety training conducted across the company

Monthly Safety Council meetings with representatives from 100% of divisions and corporate

Quarterly Safety Stars recognized for their local safety leadership

100% of divisions had safety risk assessments

100% of safety incidents had root cause analysis completed with executive team review and involvement

100% of Albireo Energy locations have OSHA-compliant crisis and emergency protocols in place

Human Capital Management

Albireo Energy's innovation, operational excellence, and customer focus are driven by our people.

As a Great Place to Work, we are committed to continuously strengthening human capital management practices that attract, develop, engage, and retain a high-performing workforce aligned with the company's growth and long-term value creation. Our Human Capital Management Policy Statement provides additional detail on the governance, expectations, and practices associated with the areas outlined below.



Leadership Effectiveness

Clear ownership, leadership accountability, and succession planning designed to strengthen operational leadership across the organization. Leadership expectations emphasize accountability for performance, employee development, and alignment with company values to ensure continuity and readiness for future leadership transitions.



Talent Acquisition

Strategic attraction and recruitment of top talent aligned with our growth priorities and technical capabilities. We prevent discriminatory hiring practices and ensure equal opportunities for all candidates, internal or external, entering the company's employee selection process. Recruitment practices emphasize transparent role expectations, structured evaluation processes, and alignment between candidate capabilities and operational needs. These principles are reflected in all job descriptions with a representative sample provided [here](#).



Talent Development

Performance management, succession planning, training, and development programs designed to strengthen leadership and technical capabilities. Employees participate in a structured performance management process that includes goal-setting, midyear and year-end reviews, and development dialogues.



Crucial Capabilities

Capacity building around critical operational roles that support the delivery of complex building automation and mission-critical solutions. This includes targeted technical training, project management development, role-based best practice sharing, and operational roundtables that promote collaboration and practical knowledge exchange across the organization.



Total Rewards

Market-competitive compensation and benefits designed to attract and retain employees while recognizing individual and team performance. Our approach aligns employee incentives with operational performance and long-term company success.



Culture and Engagement

Albireo Energy fosters a culture grounded in accountability, collaboration, and continuous improvement. Engagement is supported through regular communication between leadership and employees, team and divisional meetings, all-employee meetings, employee feedback channels, innovation roundtables, and recognition of employee contributions through programs like Star Club for our top sellers and Shining Star for peer-to-peer recognitions.

The **Albireo Energy Shining Star Program** is a way for leaders and peers to recognize others who demonstrate ingenuity, innovation, and behaviors in line with our company values.

Albireo Energy Shining Star

Sean McInerney, Engineering Supervisor | Tampa

Dependable, team player, and exemplary work ethic. “The quality of Sean’s programming has not gone unnoticed. He consistently demonstrates a strong commitment to teamwork, particularly through his participation in sequence trainings and his collaboration in the field. His work ethic stands out – he is dedicated and puts in the effort to get the job done, even when his contributions may not be formally recognized.”



Talent Development

We are committed to helping our employees develop the skills, knowledge, and expertise to succeed on the job and advance in their careers.

Albireo Energy has established a goal that 95% of employees will have formal performance reviews in 2026, reinforcing accountability and continuous professional development.

To help achieve these goals, we offer a multifaceted training approach that includes:

Role-specific internal affinity groups and cohort-style training programs

Technical training programs

On-the-job training and apprenticeship-style learning

Individual coaching and mentorship

Structured safety training

Onboarding training called "New Star Onboard"



Albireo Energy's goal for 2026 is **95%** of employees will have formal performance reviews.

Human Capital Highlights



8 consecutive years Great Place to Work



Increased 401(k) matching and lowered fees



Strengthened employee benefits

200

Shining Star nominations, our peer-to-peer award

13

Star Club members, our highest sales recognition

86%

Retention rate

98

Internal promotions

55%

Open roles filled with internal talent

82%

of managers completed Manager Excellence raining

43+

Training hours per employee

Training and Development

Employee-specific training is identified through development discussions with managers. Eligible employees may receive tuition reimbursement of up to \$4,000 a year for job-related educational expenses that advance their careers. Employee training hours are tracked through our HR operating systems and reported annually.

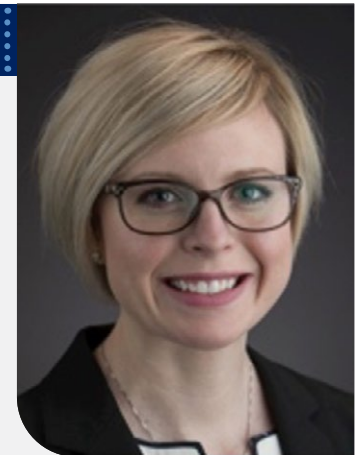
Manager capability development is a key component of our talent strategy. Albireo Energy has established a goal that 95% of managers will complete Albireo Energy's Manager Effectiveness training in 2026, strengthening leadership skills in coaching, performance management, and team engagement.

Manager Excellence Training I & II

We believe that developing managers to be leaders can be transformative for organizations. In 2023, we launched Manager Excellence I, a curriculum focused on core supervisory skills that build a range of competencies, like emotional intelligence, strategic thinking, and adaptability. In 2025, we launched Manager Excellence II, focused on leadership style, workforce performance management, conflict resolution, and engagement strategies. The results include improvements in team performance, employee retention, and engagement.

Brea Fosse, Business Manager | Omaha

"Manager Excellence II provided practical, real-world leadership tools. The focus on leadership style development was especially helpful, as it encouraged self-reflection and intentional growth. Sessions on conflict management and effective communication reinforced how critical clarity and emotional intelligence are in leading teams effectively. My biggest takeaway was that strong leadership is built on consistency, self-awareness, and the ability to navigate tough conversations with confidence and professionalism."



Project Manager Development

Project managers play a critical role at Albireo Energy, driving consistent, on-time, and on-budget project delivery. They improve operational execution and ensure customer satisfaction. In 2025, we formalized our project manager career path and established a Project Management (PM) Council to help set training priorities and guide development efforts. The result is a series of recurring sessions and enhanced programs directly tied to role expectations and career pathing.

Osama Elagizey, Project Manager | NY/NJ

"The PM Council creates a unique opportunity to connect with peers across different branches, align and standardize our project management practices, and strengthen consistency across the organization. Just as importantly, it provides a platform for PMs to have their voices heard. This collaboration ultimately enables us to better serve our customers and meet our business commitments."



A Great Place to Work

We are dedicated to building a customer-focused, high-integrity culture where employees feel valued and respected for the work they do.

Since 2018, Albireo Energy has participated in the Great Place to Work® (GPTW) Institute's Trust Index Survey and was Certified™ as a Great Place to Work® for the eighth year in a row in 2025. The award is based on what current employees say about their experience working with us.



Jackie Salvia, Account Executive | San Diego

"I am grateful to work for a company that is consistently at the forefront of improving and evolving within our industry. Albireo Energy has continually provided me with the tools and support needed to grow and succeed in my role."



Ashita Patil, Project Sales Manager | United Kingdom

"I'm surrounded by supportive, collaborative colleagues and a leadership team that genuinely invests in our growth and success. The positive environment here makes it easy to feel motivated and valued every day."



Scott Hopta, Fleet & Facility Manager | Corporate

"Albireo Energy is truly a best place to work—with great work/life balance, real career growth, and a solid path for success."

In 2025, ~70% of employees completed the survey, and 80%+ said it is a Great Place to Work. ~95% of employees said that Albireo Energy values safety, ethics, and work / life balance, and is a company where people are treated fairly and trusted to do their jobs without micromanagement.

Giving Back to Our Communities

Our Albireo Cares Together Community Outreach program was born from engagement survey feedback we received in 2018.

Employees wanted a way to increase corporate citizenship by supporting nonprofits in their communities.

Donations and volunteer activities are determined by the interests of local teams and include food bank and school supply drives, participation with Salvation Army Angel Tree, beach cleanups, and others.



Our Commitment to Veterans

Veterans Day is significant for our team. Each local office holds celebrations and is provided with a toolkit with ideas on how to celebrate the brave individuals on our teams who served our country. We're celebrating the sixth year as a company-wide financial supporter of the Gary Sinise Foundation, whose mission is to serve veterans, first responders, and their families. This giving initiative was started at the request of an employee and veteran, and has continued to grow in celebration of our growing workforce.



10% of Albireo Energy employees are veterans.



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Operating With the Highest Standards of Ethics and Values

We are committed to integrity, accountability, and disciplined oversight across every aspect of the business. Our governance approach is designed to ensure that decisions are made responsibly, risks are actively managed, and our actions consistently align with the expectations of our customers, employees, partners, and stakeholders. Guided by a strong ethical compass and culture of transparency, we reinforce compliance through defined policies, leadership oversight, and ongoing training.

Corporate and Sustainability Governance

Strong governance is foundational to our sustainability efforts.

Our Board of Directors is composed of eight members: two are independent and provide outside influence and perspectives, three are from Albireo Energy's executive leadership team, and three are from Huron Capital Partners LLC, our controlling investor. There are two sub-committees for audit and compensation.

Albireo Energy's full Board oversees our sustainability strategy, and it's reviewed once a year. The Board is briefed throughout the year on various topics during each meeting. As part of business reviews, the CEO and executive team address specific sustainability topics, making it part of the way that the company is led and operated. For more information about our sustainability accountability, read our [Sustainability Approach Statement](#).



Ethics and Compliance

To build a sustainable company, operating ethically and leading with integrity is essential to earning and maintaining the trust of our employees, customers, suppliers, and the communities in which we work.

Integrity, safety, accountability, customer focus, and engagement are core values for Albireo Energy, and we consistently lead with these principles. We ensure that our employees, customers, and suppliers share our values and understand our policies, rules, and regulations that apply. Together, we have a responsibility to operate ethically.

Ethics Reporting Line

Confidential reporting is available 24/7, 365 days a year in multiple languages through an ethics and compliance hotline operated by a third-party, Lighthouse Services.

Employee Code of Conduct and Training

All leaders and employees are required to certify our Code of Conduct and complete mandatory training on key topics including anti-harassment, anti-corruption, and bribery. For more information, read our [Code of Conduct Policy Statement](#).

Human Rights Policy

Our [Human Rights Policy](#) is signed by our chairman and CEO and reinforces our commitment to respecting human rights in our business operations and following internationally recognized human rights standards.

Business Partner Code of Conduct

Our Business Partner Code of Conduct presents basic principles for our business partners to operate ethically and in full compliance with all applicable laws, rules, and regulations. This code is incorporated into our supplier screening and contract processes, ensuring that the businesses we work with uphold the same ethics and compliance standards. For more information, read our [Business Partner Code of Conduct](#).

Business Operating System: One Albireo Energy

The One Albireo Energy Business Operating System (BOS) is an ever-evolving framework that ensures alignment and operational excellence. We are committed to building, executing, and continuously strengthening our One Albireo Energy BOS.

Our BOS serves as a standard set of processes, tools, and technologies that we use to manage our business operations and achieve our goals. It allows us to integrate acquisitions with efficiency and ease, reduce risks from the delivery of complex BAS solutions, and to develop, commercialize, and support new and existing Albireo Energy Intelligent Services. All our new technology and tech-enabled processes are rolled out using IT industry standard tools for change management.

Albireo Energy at Work

Project Governance Process

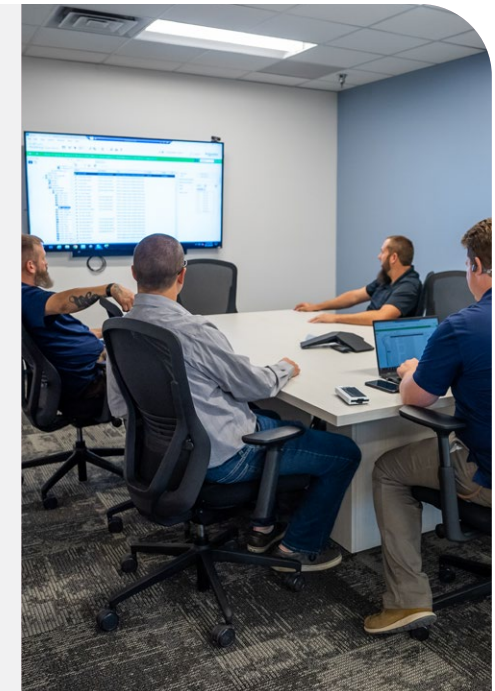
BAS solutions are often large, complex projects that require careful planning, estimating, and accountability at all levels during the bid stage. Our standard process involves local leaders and members of the executive team and is designed to mitigate project risk and maximize customer satisfaction. The Project Governance Process has been adopted across 100% of Albireo Energy offices, and 100% of projects over \$50K are required to pass stage-gate approvals from cross-functional leadership.

Project Execution

Once solutions projects are awarded, our employees use a standard set of tools to ensure project accuracy, delivery, and customer satisfaction. Our technology-based tools include automated checklists, project schedules, reporting, and collaboration software.

Project Management Best Practices

Project management is a core competency for BAS companies and one that we are continuously improving and developing. In addition to standard role descriptions, career paths, and training, we focus on best practice sharing through monthly virtual roundtable sessions, our The Albireo Way project manager onboarding program, and standard work as part of our work-in-progress review meetings.



Results: Project slip risks are being mitigated in realtime, increasing customer satisfaction and minimizing financial impacts.

Sustainable Procurement

Albireo Energy is committed to responsible procurement practices that support environmental stewardship, operational efficiency, ethical business conduct, respect for human rights, worker health and safety, and strong cybersecurity practices.

Our [Sustainable Procurement Commitment](#) reflects our responsibility to consider the environmental and social impacts of the products and services we purchase, the suppliers we engage, and the operational decisions influenced by procurement activities.

Foundational Framework

Three years ago, we established a foundational framework, deploying our [Supplier Code of Conduct](#) and a comprehensive 40-question supplier assessment to our 10 original equipment manufacturing (OEM) partners. These OEMs are some of the world's largest building controls companies, and they represent a significant portion of our spending. Our framework has since guided ongoing engagement in key areas of operating expectations.

Maturing Our Practices

We have begun embedding this framework into our ongoing procurement lifecycle, beginning with our top 40 suppliers. In 2026, we are updating our 40-question assessment to reflect current operational, regulatory, and market conditions, and extending its application to 40 of our highest-impact subcontractors, prioritized by spend and mission-critical scope.

In parallel, we will implement a formal supplier scorecard to track both completion of requirements and ongoing performance. These scorecards will be reviewed at defined stage-gate milestones and through an annual evaluation process, enabling us to identify trends, address gaps, and provide targeted support to suppliers where needed.

Through these efforts, Albireo Energy is building a more resilient, transparent, and performance-driven supply chain – one that not only supports our operational excellence, but also advances our broader sustainability commitments.



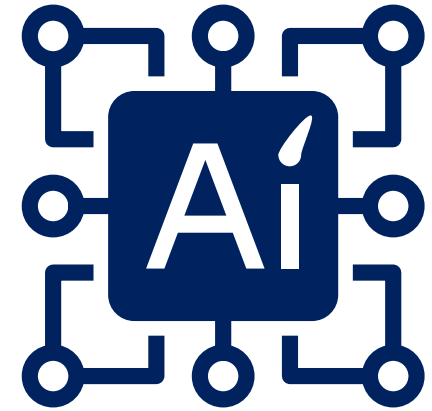
Artificial Intelligence Risks and Opportunities

We recognize the benefits and risks of emerging technologies such as artificial intelligence (AI) and balance innovation with accountability, and opportunity with risk management.

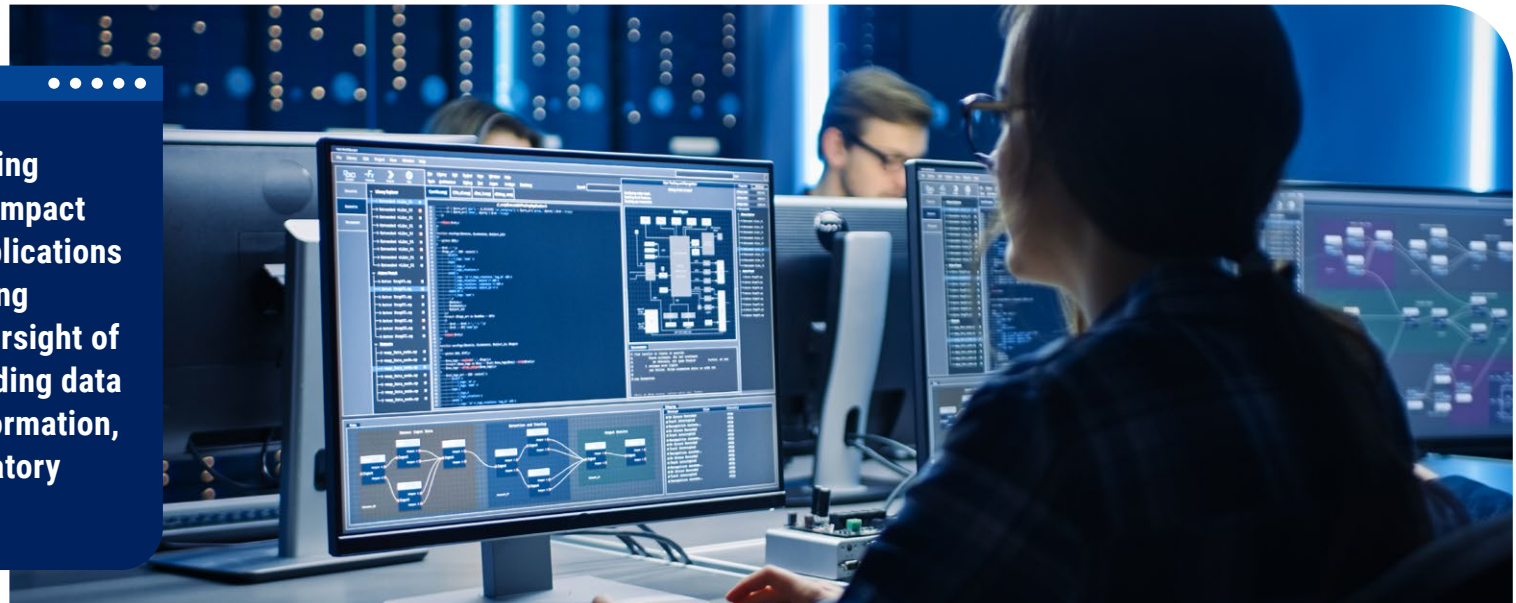
The Office of the CIO leads our management policies ([Albireo Energy AI Policy Statement](#)) and controls, leveraging best practices from the National Institute of Science and Technology's (NIST) AI Risk Management Framework.

Our teams are integrating AI capabilities across enterprise systems and workflows to improve productivity, enhance decision-making, and strengthen service delivery. We are prioritizing targeted, high-impact "narrow AI" applications while maintaining appropriate oversight of key risks, including data privacy, misinformation, bias, and regulatory compliance.

Machine learning-based automation is reducing manual effort and improving accuracy in our financial systems and reporting, while AI-enabled cybersecurity tools enhance protection against increasingly sophisticated threats. Generative AI is being introduced in controlled environments to support internal technical functions, improving efficiency without compromising system integrity. We are also extending AI into our service offerings, including utility bill management and alarm monitoring reports.



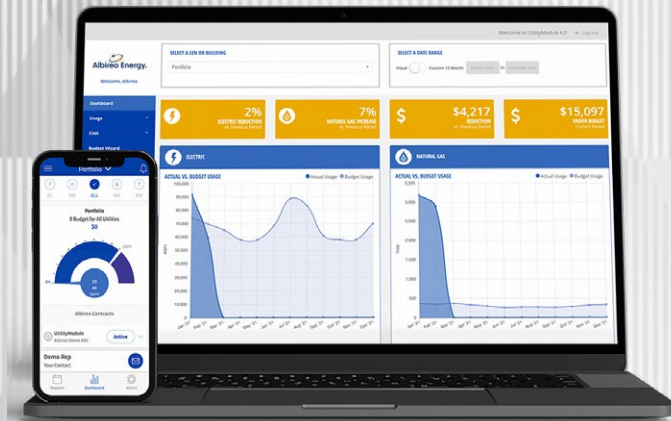
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Albireo Energy at Work

Utility Module

Albireo Energy's Utility Module (UM) is a comprehensive energy management software system designed to help businesses efficiently track and analyze their utility consumption and costs. In 2025, we created a single utility bill data extractor leveraging ChatGPT to integrate utility bills in any format into UM, and a new bill downloader was developed leveraging Robotic Process Automation. Both applications save significant time when collecting and downloading tens of thousands of bills per month.



Albireo Energy at Work

Critical Alarm Messenger (CALM)

CALM is an IoT-enabled alarm notification and escalation service that monitors the most critical building system alarms. We use AI to accelerate reporting, securely processing alarm data after removing customer-identifiable information, helping identify patterns and anomalies, and to summarize actionable insights. This approach improves reporting efficiency, supports informed decision-making, and reinforces our commitment to responsible and secure use of AI.



Cybersecurity and Data Privacy

Keeping employee and customer data secure and private is a top priority, and our vendor selection and compliance requirements are reflective of our commitment. Our [Cybersecurity and Data Privacy Policy Statement](#) outlines specific protocols we follow. In 2025, there were zero enterprise systems impacted by cybersecurity incidents.

Governance and Oversight

Our IT organization provides central oversight with decentralized local implementation. Central management and oversight establish cybersecurity standards and strengthened security controls.

Our CIO provides updates on security and privacy to the executive team and Board as needed. The CIO's team includes a security administrator responsible for data security and IT engineers who manage day-to-day security operations across the Albireo Energy network.

We conduct ongoing reviews of our internal systems, resources, and employees to assess whether changes need to be made. All computer systems are monitored 24/7 by a leading global provider of security operations center services.



In 2025, there were **zero** enterprise systems impacted by cybersecurity incidents.



Employee Training

Albireo Energy's IT Security Awareness and Training Procedure helps prevent internal information security breaches. Training modules, covering both privacy and security, are designed to improve security culture, change behavior, and significantly lower security risk. KnowBe4 is our training provider, focusing on mitigating the top human error-related security risks using current trending data.

We supplement formal training modules with ongoing cybersecurity awareness, incorporating practical tips into key meetings, formally debriefing unsuccessful threats, and recognizing employees who actively prevent cyber threats during all-employee forums.

Specifically, our training procedures include:


- Employee onboarding training. New employees explore phishing and other data security threat avoidance.
- Monthly simulated phishing attacks. Employees who fail three simulated phishing attacks are assigned additional training.
- Quarterly cybersecurity training assignments. Supervisors are notified if training assignments are not completed within the allotted time.
- Cybersecurity updates during the quarterly all-employee meetings. Cyber Star of the Quarter Awards are presented, where employees are recognized for their proactive responses to real-world cyber threats.
- Cybersecurity Awareness Month education. Our Security Operations Center provides weekly learning topics to employees.




100% of Albireo Energy employees have completed required training.

AE Weekly


Albireo Energy




Great Place to Work




Smart Growth



Services Growth



Project Excellence




Cash Collections

October is Cybersecurity Awareness Month

At Albireo Energy, cybersecurity is serious business. A single security breach can have far-reaching consequences, including:

- Operational disruption
- Financial impact
- Theft of intellectual property
- Loss of trust from our customers

Cybersecurity Awareness Month is a great time to refresh your knowledge and take proactive steps to protect both yourself and our organization.



Employee and Customer Data

Albireo Energy's employee data is managed by a third party in a SOC 2 Type II data center that is tested annually for compliance. Customer data is stored within a Microsoft application operating platform spanning two data centers that are both annually certified as SOC 2 Type II compliant.

We often monitor customer operational data that our building performance experts collect. When operating exceptions are detected within a customer's building, we provide the customer with configurable alerting services.

In 2025, we launched Private Cloud Services, a fully managed service for building owners to securely host BAS and EPMS applications and data on our cloud platform. We successfully migrated all monitoring of customer BAS and EPMS to this platform. All customer data extracted outside of customers' BAS systems is encrypted in transit and at rest, following cybersecurity industry best practices.

Albireo Energy at Work

Department of Defense Cybersecurity Maturity Model

Albireo Energy has implemented the NIST Risk Management Framework 800-171, which serves as the foundation for the Department of Defense's Cybersecurity Maturity Model Certification (CMMC) program. We self-assessed as compliant with CMMC Level 1 in 2023 and achieved Level 2 certification in 2025.

CMMC Level 1 and 2 certifications validate Albireo Energy's ability to protect controlled unclassified information and meet stringent federal cybersecurity requirements. It also enables us to support Department of Defense projects and other security-sensitive work, expanding our participation in regulated markets where strong cybersecurity controls are a prerequisite.





Resources and Policies

Please visit the [Sustainability page](#) on our website for more information. In addition, here are quick links to some of our policy statements.

- [Artificial Intelligence](#)
- [Business Partner Code of Conduct](#)
- [Code of Conduct Statement](#)
- [Cybersecurity](#)
- [Employee Safety Statement](#)
- [Human Rights](#)
- [Materiality](#)
- [Non-Discrimination and Anti-Harassment](#)
- [Sustainability Approach Statement](#)
- [Sustainable Procurement](#)

About Albireo Energy

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 give you maximum control of your data centers, offices, hospitals, universities, manufacturing, and 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.

For more information, visit albireoenergy.com.

**“At Albireo Energy,
we help building
owners and their teams
make their mission-
critical buildings
work more efficiently,
productively, and
in line with their
sustainability goals.”**

**– Larry G. Wash,
Chairman and CEO,
Albireo Energy**




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