



Albireo Energy Environmental Policy Statement

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, energy management, and operational performance that support efficiency, reliability, decarbonization, and sustainability goals.

Purpose

Albireo Energy is committed to operating responsibly, reducing the environmental impact of our business, and helping customers improve the performance, efficiency, reliability, and resilience of the buildings and infrastructure they operate. This Environmental Policy Statement establishes the principles that guide our environmental commitments, operating practices, reporting, and continuous improvement activities.

We recognize that our most significant opportunity to create environmental value is through the services we deliver to customers. We also recognize that our own operations, including fleet, facilities, travel, procurement, project execution, and waste management, have environmental impacts that must be managed with discipline and accountability.

Scope

This policy applies to Albireo Energy, its divisions, employees, and contractors. It applies to our direct operations and, where appropriate and commercially practical, to our suppliers, subcontractors, service partners, and project delivery activities. This policy statement supports Albireo Energy's Responsibility Report framework and the company's material responsibility topics, including opportunities in green buildings, carbon footprint, energy use, waste management, sustainable procurement, ethics and compliance, cybersecurity, and the responsible use of artificial intelligence.

Commitments

Albireo Energy maintains environmental practices and programs designed to support the following commitments:

1. Compliance and environmental risk management

- Comply with applicable environmental laws, regulations, permit requirements, and customer requirements in the jurisdictions where we operate.
- Maintain processes to identify, assess, and manage environmental risks associated with our operations, field work, facilities, fleet, and project delivery activities.
- Monitor emerging environmental regulations, standards, and stakeholder expectations and update practices as appropriate.
- Promote timely reporting, escalation, investigation, and corrective action for environmental incidents, spills, or non-compliance events.

2. Reducing our operating footprint

- Measure, manage, and seek to reduce the environmental impact of our operations, with particular attention to the areas most material to Albireo Energy, including fleet fuel use, energy consumption, waste, water, travel, and facilities.



- Evaluate opportunities to improve fleet efficiency through routing practices, vehicle selection, maintenance, driver behavior, and use of lower-emission options where practical and commercially reasonable.
- Seek to reduce energy consumption in Albireo Energy facilities through efficient equipment, lighting, controls, responsible operating practices, and utility management.
- Use water responsibly in our facilities and project activities and seek opportunities to reduce unnecessary water use where practical.
- Support responsible waste management by reducing waste generation, reusing materials where feasible, recycling where available, and properly managing regulated or hazardous materials.

3. Pollution prevention and emissions reduction

- Prevent pollution by managing materials, equipment, refrigerants, batteries, electronics, packaging, and other potentially impactful materials in accordance with applicable requirements and sound operating practices.
- Track greenhouse gas emissions and environmental operating metrics with the objective of improving data quality, identifying reduction opportunities, and reporting progress over time.
- Work to reduce emissions associated with field service delivery by improving dispatch efficiency, remote support, preventive service models, and technology-enabled monitoring where appropriate.
- Consider renewable energy, energy procurement, and energy efficiency options for Albireo Energy operations where practical and aligned with business needs.

4. Sustainable services and customer impact

- Integrate environmental considerations into the services and solutions we design, deliver, modernize, and support for customers.
- Help customers improve building performance through building automation systems, lighting controls, programmable logic controllers, energy services, analytics, utility management, renewable energy procurement, resiliency services, private cloud services, and lifecycle service programs.
- Use credible definitions and appropriate external frameworks to identify services that contribute to energy efficiency, reduced energy waste, avoided emissions, renewable energy, building performance, and operational resilience.
- Engage independent third parties, as appropriate, to review the scope, methodology, and impact calculations associated with Albireo Energy's Sustainability Solutions Portfolio and related environmental reporting.
- Avoid overstating environmental benefits and ensure that sustainability-related claims are supported by reasonable methodology, documented assumptions, and available data.

5. Sustainable procurement and supplier engagement

- Incorporate environmental considerations into procurement decisions where appropriate, including product efficiency, durability, packaging, transportation impacts, waste reduction, and supplier practices.
- Encourage suppliers, subcontractors, and service partners to comply with applicable environmental requirements and to operate in a manner consistent with Albireo Energy's expectations for safety, ethics, and responsible business practices.



- Seek opportunities to increase purchasing power and standardize procurement practices across the company in ways that support responsible sourcing, operational efficiency, and cost-effective environmental improvement.

6. Employee engagement, training, and field accountability

- Build employee awareness of Albireo Energy's environmental commitments and the role employees play in reducing waste, conserving resources, preventing pollution, and improving operating practices.
- Provide training, tools, and guidance appropriate to employee roles, including field practices, waste handling, spill prevention, equipment management, and customer-site requirements.
- Expect employees, contractors, and managers to follow applicable environmental procedures and to raise concerns or improvement opportunities without fear of retaliation.

7. Data quality, reporting, and responsible use of technology

- Maintain processes to collect, review, and improve environmental data used for internal management, customer reporting, and external responsibility reporting.
- Use appropriate controls for data quality, cybersecurity, and privacy when environmental information is collected, stored, analyzed, or reported through digital systems, cloud platforms, analytics tools, or artificial intelligence-enabled processes.
- Review environmental metrics and progress with management and include relevant information in Albireo Energy's Responsibility Report and other stakeholder communications, as appropriate.

Responsibility Report alignment

- Expanding access to sustainability technology and service solutions.
- Reducing the environmental impact of Albireo Energy's operating footprint.
- Developing and engaging employees who can support modern, efficient, resilient building infrastructure.
- Operating with strong governance, ethics, accountability, cybersecurity, and responsible reporting.

Governance and Accountability

The Chief Executive Officer, together with the Executive Leadership Team, has overall responsibility for this policy. Environmental operating performance, safety-related environmental practices, and field-level implementation are supported by the company's safety leadership and relevant functional leaders. Responsibility reporting, stakeholder communication, and Sustainability Solutions Portfolio alignment are supported by the company's responsibility and marketing leadership, in coordination with Finance, Operations, Safety, Human Resources, Information Technology, Procurement, and Legal, as appropriate.

Albireo Energy's Responsibility Working Group reviews environmental priorities, metrics, and progress at least annually. Material environmental topics, operating metrics, and responsibility report disclosures are reviewed with the Executive Leadership Team and the Board of Directors.

Continuous Improvement

Albireo Energy sets objectives, reviews performance, and pursues practical improvement opportunities that are meaningful to our business, customers, employees, communities, and investors. We recognize that



environmental performance is a continuous improvement journey and will focus on actions that are measurable, relevant, and aligned with our role as a building controls and energy services provider.

- Improve the completeness and reliability of environmental data over time.
- Identify operational improvements that reduce cost, waste, energy use, emissions, and risk.
- Advance services that help customers operate more efficient, resilient, and high-performing buildings.
- Evaluate progress against environmental commitments and update priorities as Albireo Energy grows and stakeholder expectations evolve.

Review and Updates

This policy is reviewed annually and updated as needed to reflect changes in Albireo Energy's business, applicable regulations, stakeholder expectations, reporting practices, and environmental management priorities.