



Impact Report 2025

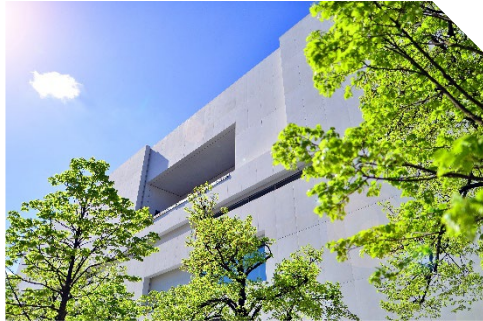
People, Planet & Policy: 25 Years of Impact



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About this Report

Our Impact Report primarily highlights relevant activities and topics from Ameresco's operations from January 1, 2025 through our fiscal year ended December 31, 2025 that are important to our business.

This report was prepared with reference to the United Nations ("UN") Sustainable Development Goals ("SDGs"), the Sustainability Accounting and Standards Board ("SASB") Engineering and Construction Services and Professional and Commercial Services Accounting Standards, and the Global Reporting Initiative ("GRI") 2021 Standards.

For questions about this report, please contact us via our website, at www.ameresco.com/contact.



Introduction: Ameresco, Inc.



From Our CEO: 25 Years of Impact

Twenty-five years ago, Ameresco began with a simple idea. After building and selling a company, I realized my passion for driving widescale energy efficiency and building sustainable energy generation projects demanded a broader vision. Driven by that conviction, I chose to begin again. By implementing smart energy solutions, I knew we would be paving the way for more people to follow, and the result would be a much greater impact on **energizing a sustainable world**.

2025 marked Ameresco's 25th anniversary, a milestone that invites both gratitude and reflection on how we are **doing well by doing good**. From the start, our goal was clear: to make energy efficiency and energy generation achievable at scale. I believed then – as I do today – that sustainability, resilience, and sound financial decision making are fundamentally connected. When solutions reduce costs, strengthen local energy supply, and improve reliability, they create long term value. That belief has guided every project, innovation, and decision along our journey.

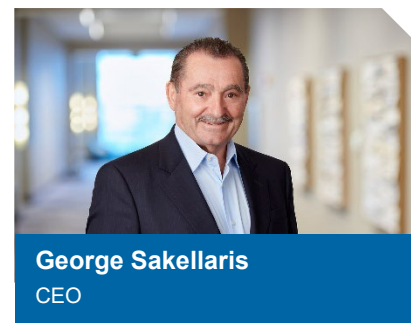
While ideas may spark companies, it is people who build them. Ameresco's **25 years of impact** reflect the talent, dedication, and ingenuity of our team. Our global team challenges convention, solves complex problems, and delivers measurable outcomes for our customers. Investing in our workforce remains central to our strategy, enabling us to navigate market shifts, industry transformation, and global uncertainty. It will continue to be a cornerstone of our long-term success.

Over the years, we have pioneered new financing models, reimagined waste as energy, and delivered resilient infrastructure where it matters most – from municipal buildings and school districts to military installations supporting critical mission continuity. Today our innovative portfolio continues to make an impact by modernizing our communities' aging infrastructure and bringing reliable, diversified energy solutions exactly where they are needed most.

As the global energy transition accelerates, our vision to energize a sustainable world remains steadfast. Data centers, artificial intelligence (AI), and electrification are increasing demand and placing new strain on existing systems. At the same time, energy efficiency remains one of the most powerful tools to reduce demand while lowering emissions and costs. Ameresco is uniquely positioned to meet these challenges as a trusted, full-service partner. We assist our customers with the demand side as well as the generation of smart, resilient energy resources, and we help them navigate change with confidence.

Our story is one of entrepreneurship, impact, and progress. I am proud of what we have built and even more excited about what lies ahead. This 2025 Impact Report highlights 25 years of progress across our **People, Planet, and Policy** pillars.

Here's to the next 25 years of innovation, resilience, and energizing a more sustainable world – one project at a time.



George Sakellaris
CEO



About Ameresco

Ameresco, Inc. (NYSE:AMRC) is a leading energy infrastructure solutions provider dedicated to helping customers reduce costs, enhance resilience, and decarbonize to net zero in the global energy transition. Our comprehensive portfolio includes implementing smart energy efficiency solutions, upgrading aging infrastructure, and developing, constructing, and operating distributed energy resources.

Since 2000, we have been a trusted full-service partner supporting our customers' path to a more resilient, sustainable future. Technical independence coupled with our advanced technology portfolio and suite of services allows us to integrate best-in-class solutions for the unique needs of each customer, paired with practical financial solutions. We design, implement, and maintain solutions that deliver:

- **Cost Savings & Infrastructure Upgrades:** Integrating trusted, energy-saving technologies to improve operations and upgrade the built environment – our portfolio of smart and efficient solutions power the needs of today and possibilities of tomorrow.
- **Resiliency & Energy Reliability:** Delivering firm and renewable energy supply to ensure mission continuity – enhanced with microgrids, battery energy storage systems, and beyond to provide grid stability and address peak demand.
- **Decarbonize to Net Zero:** Making meaningful progress on climate action – from energy efficiency and demand reduction to electrification and renewable generation. Develop a clean energy supply and leverage carbon reporting and sustainability advisory services.

Ameresco shows the way by reducing energy use and delivering diversified generation solutions to Federal, state and local governments, utilities, data centers, educational and healthcare institutions, housing authorities, and commercial and industrial customers. Headquartered in Framingham, MA, Ameresco has more than 1,500 employees providing local expertise across North America and Europe.



Our Vision

Energizing a sustainable world.

Our Mission

To be a trusted full-service energy partner delivering resilient, responsible, innovative solutions – grounded in our relentless focus on customer satisfaction and our commitment to creating value.



Our Values

Ameresco's C.A.R.I.N.G. values shape our culture and inform our business practices. These principles guide our interactions with stakeholders and are fundamental to our people and our professional conduct.



Committed: We are **committed** to being dedicated, engaged, and accountable to ourselves, our stakeholders, and our shared goals.

Attitude: Our can-do **attitude** means approaching scenarios as a team with a solution-oriented, positive, and proactive mindset.

Resourceful: We are **resourceful** in solving challenges, doing more with less, and adapting creatively to changing circumstances.

Integrity: Our **integrity** ensures we do the right thing together with consistent and high ethical standards grounded in honesty, safety, and respect.

Nimble: We stay **nimble** and embrace flexibility while navigating change with an entrepreneurial spirit, passion, and innovation.

Greatness: We lead the industry with **greatness** as One Ameresco – embracing excellence, skilled execution and lasting impact to unlock the possibilities of today and tomorrow.



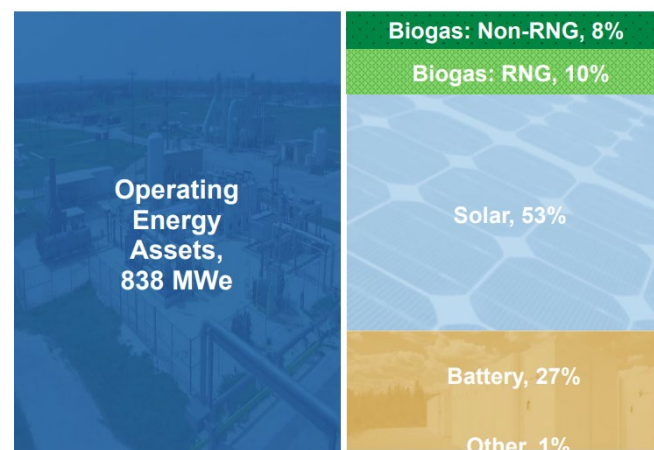
Ameresco, Inc. (NYSE:AMRC) Fast Facts

All figures as of December 31, 2025

- 1,500+ employees** throughout North America and Europe
- 50+ offices** providing local experts in markets served
- \$16B+** in energy solutions delivered since inception
- \$7B** project financing sourced and raised since inception
- 5+ Gigawatts** (GW) of renewable energy resources contracted or managed

- \$5.0B** awarded and contracted project backlog
- \$1.5B** operations and maintenance (O&M) backlog
- \$1.9B** FY 2025 revenue
- \$237M** FY 2025 adjusted EBITDA
- 64%** of FY 2025 adjusted EBITDA from recurring lines of business
- 838 MWe** of owned assets in operation
- 570 MWe** net energy assets in development & construction

MWe = Megawatt Equivalent of Electric & Thermal Generation into a Common Unit of Energy
Numbers may not sum due to rounding



838 MWe of Energy Assets in Operation – Non-RNG Biogas: 69 MWe; RNG: 87 MWe; Solar: 446 MW; Battery: 226 MW; Other: 11 MW.



570 MWe of Total Energy Assets in Development

¹ Includes approximately 35MW from Lemoore data center opportunity
² Energy as a Service renamed to Firm Generation. This metric now only includes Pu'uloa and 'Ūkiu Energy.



**Ameresco Impact:
Doing Well by
Doing Good**



2025: 25 Years of Impact

In 2025, Ameresco marked a meaningful milestone: 25 years of delivering impact at the intersection of energy, infrastructure, and stewardship. Since our founding in 2000, we have grown alongside a rapidly evolving energy landscape, guided by a belief that strong business performance and lasting positive impact are fundamentally connected – as we like to say, doing well by doing good. Our vision to energize a sustainable world remains grounded in the responsible use of resources, climate responsibility, and measurable impact.

At the heart of this journey is our people. Across regions, roles, and job functions, Ameresco employees bring creativity, technical expertise, and shared purpose to the work we do every day. In 2025, that collective spirit was highlighted in our “One Ameresco” culture video, featuring employee-submitted reflections from our annual Go Green Challenge. These voices emphasize that our impact is built through everyday actions, collaboration, and a culture rooted in our C.A.R.I.N.G. values.

Our impact is also measured through the climate-forward, resilient, and smart solutions we deliver. From modernizing infrastructure and improving efficiency to deploying renewable and reliable energy systems, Ameresco partners with customers to reduce costs, strengthen reliability, lower carbon intensity, and upgrade the built environment and grid for a net zero future. This work was recognized on the global stage in 2025, when *Fortune* named Ameresco to its “Change the World” list for the Kūpono Solar Project on O’ahu – an initiative that advances energy equity, grid resilience, and environmental progress while delivering tangible benefits to local communities.

Essential to this work is a commitment to strong governance and responsible leadership. As our footprint and responsibilities have grown, so has our focus on transparency, risk management, ethical conduct, and thoughtful public policy engagement – enabling us to operate with integrity and adapt through change in a dynamic market environment.

This 2025 Impact Report reflects 25 years of progress across our People, Planet, and Policy pillars and the momentum that will carry us forward. As we look ahead, we remain focused on doing the work that matters most: supporting our people, partnering with our customers, strengthening communities, and continuing to energize a sustainable world together.



Letter from Our CFO & Ambassador of Impact Executive Chair



Mark Chiplock
EVP & Chief Financial Officer,
Executive Chair of Impact
Ambassadors Program

This year marks Ameresco's 25th anniversary – a milestone that invites reflection, but more importantly, reinforces what has made this company endure.

For me, impact is simple: it's whether what we build matters over time. Not just delivering a project, but helping customers lower energy use and costs, improve reliability, and meet their goals in a way that lasts. If it's still creating value long after we've left the job site, we did it right. This standard has guided this company from the start – and it's why the work you'll find in this report matters.

Ameresco has never been a company that chases trends, and we have seen many of them over the decades. We work to understand the challenges driving them: how energy is used, where it breaks down, and what customers need. Operating across efficiency, generation, storage, and beyond gives us the depth to respond with creative and impactful solutions. Over 25 years, that approach has proven durable.

This longevity and meaningful work go hand in hand. If you consistently solve real problems, the business follows. Over time, trust builds – with customers, employees, partners, and investors. And in this industry, that is what keeps you in the game. You don't get 25 years without it.

Today's convergence of aging infrastructure, rising energy demand, and rapid innovation means that experience matters more than ever. There's a lot of noise, but customers still need solutions that are built to last. Our role is to connect the pieces: proven technology, smart design, and savvy economics – delivering solutions that perform today and can adapt over time.

What excites me most is what lies ahead. Energy is central to everything from economic growth to resilience. When the stakes are that high, getting it right matters. That's where Ameresco comes in. If we stay disciplined, the impact continues to compound. I hope the stories in this report reflect that momentum – and here's to the next 25 years.



Deep-Rooted Impact is in our DNA

Ameresco was founded on a mission to create value by helping organizations use energy more efficiently, strengthen infrastructure, and reduce environmental impact. One of our core mantras is “Doing Well by Doing Good” – which reflects the inherent and grounded purpose behind our Company’s impact. Our stewardship is demonstrated by our success in delivering solutions that modernize our aging infrastructure, reduce energy costs, and enable a resilient climate positive future.

Since the very start, “doing good” has been part of the essence of our Company, shaping who we are and how we operate. Impact is embedded across our work – through projects that reduce energy use and emissions, resilient energy assets that support reliability and decarbonization, and an inclusive workforce with deep technical expertise. By engaging closely with the communities we serve and investing in long-term partnerships, we have built a team capable of delivering complex, real-world solutions at scale.

Our CEO George Sakellaris has paved the way for this exemplary initiative as a “founding father” of the energy efficiency industry. Sustainability has been at the forefront of our business for the last 25 years – from our energy, cost, and carbon saving customer projects and local and clean energy generation assets to workplace green initiatives and giving back to our communities. We are committed to staying ahead of the curve and at the leading edge of innovation taking place in the energy sector.



**Frost & Sullivan 2025
Global Company of the Year for
Excellence in Energy Services**



**American Business Awards®
Gold Stevie® 2025 Large
Company of the Year – Energy**



**Globee® Awards for American
Business – 2025 Gold Award**



Ameresco's Ambassadors of Impact

The Ameresco Ambassadors of Impact program originated in 2020 with the initial group – of what was then called Environmental, Social, Governance (ESG) Ambassadors – established to spearhead, identify, and communicate the many ways corporate responsibility is intertwined in our business. Since its foundation, the Ambassador program has included employees representing various job functions, geographies, and contributions to the Company. The program has evolved over the last five years, with the involved team members being mainstay to Impact programming and reporting becoming core to Ameresco culture and operations. Our Board of Directors and senior management team recognize the importance of our Impact Program's integration into all lines of business and corporate social responsibility's ultimate impact on stakeholders. Read more about this internal stakeholder involvement in the Policy section of this report.

The Ambassador group includes an executive chair - Mark Chiplock, CFO - and several other executive team members, plus three sub-committees formed on the pillars of people, planet, and policy. Our Impact Ambassadors champion internal conversations, spark creativity, drive research and consideration of the evolving sustainability landscape, gather all the companywide inputs for annual reporting to develop this annual Impact Report, and help to prioritize initiatives to drive progress towards the Company's long-term Impact Commitments.

2025 Ambassadors of Impact

Mark Chiplock – Executive Vice President, Chief Financial Officer, Executive Chair of Ambassadors of Impact

Nina Andersson-Willard – Associate General Counsel

Debbie Angelico – Vice President, Finance

Leila Dillon – Chief Marketing Officer

Graham Maxwell – Vice President, Strategy & Operations, Asset Sustainability Group

Lenka Patten – Senior Vice President, Chief Human Resources Officer

Jenna Williams – Senior Director, Corporate Marketing & Communications

Special thanks to additional Ameresco team members who contributed to this year's Impact Report:

Leon Barker	Lucy Huynh
Jennifer Bonner	Dean Lebron
Rachelle Caffey	Jake Lyons
Maria Calderon	Nick Maffeo
Cassidy Ellis	Karis Menudier
Mark Fowler	John Nightraven
Diana Hamel	Hailey Peterson
Deven Heroux	Oliver Smith
Sarah Hindle	Amanda Voorhees



Material Topic Alignment to the UN SDGs

The United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 interlinked global goals designed to be the blueprint to achieve a peaceful and prosperous future for people and the planet.

They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace, and justice. The SDGs recognize the inherent interdependency amongst ending poverty, improving health and education, reducing inequality, and spurring economic growth – all while tackling climate change and working to preserve our natural systems.

In recognizing the importance of SDGs, Ameresco has linked our highest material topics to them. We have prioritized several SDGs that best align to our business and can make a positive impact in the communities around the globe in which we do business.

UN SDG	Aligned Ameresco Materiality Topic
	Employee Well-Being, Health & Safety: Ensure healthy lives and promote well-being for all employees.
	Board Perspectives: Ensure Board includes representation reflecting a wide range of perspectives and experience to govern the Company.
	Sustainable Operations: Ensure access to affordable, reliable, and sustainable energy for all and use renewable energy, reducing emissions from operations, water consumption and waste production.
	Equal Pay: Uphold labor and compensation standards in the workforce, including minimum wage, overtime pay, provision of benefits, and wage non-discrimination.
	Ethics and Compliance: Build resilient infrastructure, promote sustainability, and foster innovation to comply with all regulations and law in all areas of the business and in all locations.
	Innovation: Maintain and enhance agility to react to changing environmental, social, market and business conditions.
	Inclusive Culture & Engagement: Provide an inclusive environment that upholds our core values and provides all employees opportunities for growth and development.
	Ethical Supply Chain: Ensure sustainable consumption and production patterns and enhance resilient, sustainable, and adaptive supply chains.
	Climate Change Action: Take urgent action to combat climate change and its impacts and maintain leadership in implementing impactful decarbonization and climate resilience solutions.
	Data Security and Privacy: Maintain a comprehensive cybersecurity program to protect the Company's internal office environment and operating locations.
	Hiring and Retaining Top Talent: Highlight efforts and accomplishments by high-performing professionals from a broad pipeline of candidates.



Ameresco's Long-Term Impact

Culture & Engagement

Foster a workplace with focused initiatives that empower employees to take an active role in promoting a culture of respect, collaboration, and belonging

Employee Growth & Training

Develop career advancement programs that facilitate future employee growth opportunities

Ethics & Compliance

Continue to develop and evolve our enterprise risk management (ERM) program and our governance structure to ensure alignment with best practices

Innovation

Continue our challenge to reduce our customers' carbon footprints by a cumulative 500 million metric tons (from initial reporting in 2010)

Hire & Retain Top Talent

Drive talent acquisition efforts supported by broad pipelines of candidates

Employee Well-Being, Health & Safety

Continue to build and operate on a strong foundation of safety first

Board Perspectives

Continuously ensure that our Board of Directors includes a wide variety of perspectives, experiences, and independence

Sustainable Operations

Achieve net zero carbon emissions from Ameresco operations (for scope 1 and scope 2*)



*Scope 1 Direct Greenhouse Gas (GHG) Emissions and Scope 2 Electricity Indirect GHG Emissions as defined by GHG Protocol Corporate Account and Reporting Standard



People

At Ameresco, we believe People are the single most important part of our business. They drive our success, create our culture, and define our future. Our emphasis on people extends throughout internal practices, community engagement, and global impact. By prioritizing the needs and interests of employees, communities, and society, we believe we can create value not only for our shareholders but also for all of our stakeholders.

Employees: Our people are more than just employees; they are the essence of our Company. Their skills, dedication, and passion are what propel the Company forward, shape our reputation and our impact. The collective knowledge, creativity, and wide range of perspectives of individuals within Ameresco foster innovation and problem-solving, driving growth and adaptation in a dynamic business landscape. Investing in the well-being, development, and empowerment of our employees not only cultivates a positive work environment but also yields tangible returns in terms of productivity, morale, and ultimately, impact on our customers and our bottom line.

We prioritize our people by fostering a safe, supportive, and respectful workplace culture for all. This involves providing opportunities for growth and development, ensuring strong compensation and benefits programs, prioritizing health and safety initiatives, and driving practices and policies in support of a healthy and productive culture. By valuing our employees as individuals and recognizing their contributions, we cultivate loyalty, engagement, and high performance.

Community: We actively engage in social responsibility initiatives. This includes volunteer programs, charitable donations, and partnerships with local organizations to address social, environmental, or economic challenges. We believe that by leaning into our C.A.R.I.N.G. values, we can be responsible corporate citizens and positively impact the communities in which we operate. We focus on building trust, goodwill, and long-term relationships within the communities we are fortunate enough to live, work, and play in.

World: On a global scale, Ameresco considers the impact of our operations beyond our immediate surroundings. This includes sourcing a responsible supply chain, driving widespread environmental sustainability efforts, and ensuring fair labor standards throughout our suppliers. By prioritizing the well-being of people worldwide, including employees, suppliers, partners, subcontractors, customers, and the people within our communities, we believe Ameresco can contribute to positive social change and sustainable development.





Employees

At Ameresco, we believe our employees are the backbone of our success, playing a pivotal role in driving innovation, efficiency, and customer value. Embracing a culture of belonging within the workforce is crucial, as it fosters creativity and collaboration, while also reflecting the wide range of needs of our customers and communities. Prioritizing health and safety measures not only protects our employees and subcontractors but also ensures operational continuity and customer trust. Hiring and retaining top talent is paramount for staying competitive in our dynamic market, necessitating comprehensive recruitment strategies and opportunities for professional growth. Furthermore, prioritizing employee well-being through initiatives such as mental health support, work-life balance initiatives, and comprehensive benefits packages foster loyalty, productivity, and a positive Company culture. In essence, recognizing and investing in our employees as Ameresco's most valuable asset not only drives our success in the present but also secures our sustainable future.



One Ameresco: Building a Team that Empowers Our People

As part of our relentless pursuit to energize a sustainable world, Ameresco fosters an entrepreneurial, collaborative, and forward-thinking culture that thrives with innovation, variety of thought, and sense of belonging. From training and professional development to wellness benefits and employee-directed corporate giving, we believe creating a dynamic and engaging workplace is crucial to attracting and retaining the best talent.

We empower each employee to deliver solutions to our customers with passion, expertise, and teamwork. Our role in the global energy transition is not only measured by the projects we work on but is powered by our greatest resource - our people.

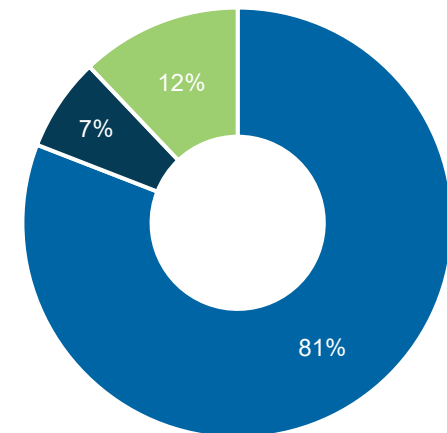
We are "One Ameresco" and work together towards the shared goal of delivering a low carbon future. Each team member across our global footprint is deeply committed to making a meaningful impact and plays a vital role in ensuring our C.A.R.I.N.G. values are inherent in everything we do - from our volunteerism initiatives to the way we conduct business.

Every achievement and milestone that we reach rests on the shoulders of all our employees who take great pride in being a part of a transformational industry.

1,597 Employees

as of December 31, 2025

Global Workforce by Region



■ U.S. ■ Canada ■ Europe



Benefits with a Purpose

Taking care of our employees' well-being remains a core priority at Ameresco. We regularly review our benefits offerings to ensure they remain competitive, market aligned, and responsive to the evolving needs of our employees and their families. In 2025, Ameresco continued to offer a comprehensive and robust benefits portfolio, with thoughtful plan design enhancements implemented to maintain competitiveness and align with industry benchmarks. These programs support employees in managing their physical and mental health, achieving financial well-being, and balancing the demands of work and personal life. Certain benefits may vary by location.



Health Coverage

(Medical / Prescription Drug Insurance, Dental Insurance, Vision Insurance)



Paid Time Off

(Vacation Days, Paid Holidays & Sick Time)



Stock and Savings

(401(k) or equivalent retirement plan including match, Employee Stock Purchase Plan)



Parental Leave

(Maternity Leave, Family Bonding Program)



Continued Learning

(Ameresco Training Programs, Tuition Reimbursement)



Volunteerism & Giving Back

(Paid Volunteerism Time, Charitable Giving Program)



Personal & Family Well-Being

(Wellness Benefits, Subscriptions such as Virgin Pulse, Care.com, Headspace, etc.)



Planning & Peace of Mind

(Employee Assistance Program, Group Life Insurance, Short-Term / Long-Term Disability)



Employee Well-Being Programs

Employee well-being refers to both mental and physical health, resulting from dynamics within the workplace and at home. It is a critical factor that ensures our employees feel supported and motivated and contributes to higher morale and overall career success.

In 2025, Ameresco expanded its global wellness offering through Wellhub, reinforcing our commitment to supporting employees' physical, mental, and financial well being. Wellhub provides employees and their families with flexible access to a broad network of fitness, mindfulness, nutrition, and wellness resources, both in person and digital, allowing individuals to engage in wellness activities that best fit their lifestyles.

Through our global wellness program, employees are encouraged to build healthy habits and participate in engaging initiatives, including wellness challenges and themed activities that promote connection across regions. These programs foster a strong sense of community and camaraderie while empowering employees to invest in their long term well being. Ameresco remains committed to continuously enhancing our benefits and wellness resources to support a healthy, resilient, and engaged workforce.

Welcome to the Ameresco Team, New Hires!

At Ameresco, we recognize that our newest employees often need the greatest level of support as they begin their journey with the Company. From day one, we focus on helping new team members feel welcomed, connected, and immersed in our culture. Each employee receives a new hire welcome box to celebrate the start of their career at Ameresco, followed by a two-day guided orientation designed to provide essential tools, resources, and key connections. This experience is complemented by self-guided training opportunities and a New Hire Group Chat that supports a smooth transition into both the role and the organization. Our New Hire Community further strengthens this experience by enabling past hires to share guidance, insights, and encouragement – fostering a sense of belonging and connection from the very start.



Career Advancement

Ameresco invests in innovative, people centered approaches that support career growth and development at every stage. By fostering continuous learning and skill building, we help employees expand their capabilities while enriching their professional and personal experiences.

Mentorship Program

In 2025, Ameresco continued to invest in talent development and meaningful connection through our High Potential Mentorship Program. The program brought together 73 active participants, resulting in 37 mentor–mentee pairings across functions and regions. The six-month experience emphasized the value of thoughtful feedback, encouragement, and professional support, helping participants grow both personally and professionally while strengthening cross functional collaboration.

The program leveraged the Together mentorship platform to facilitate intentional, structured relationships. Mentees were encouraged to focus on skill development, gain guidance and perspective, expand their internal networks, and deepen their understanding of Ameresco's business. Feedback from both mentors and mentees was highly positive, reinforcing the value of creating dedicated space for learning and connection.

Employee feedback from the High Potential Mentorship experience as well as our annual Engagement Survey directly informed the pilot launch of Ameresco CONNECT, our global networking program. Ameresco CONNECT was designed to complement formal mentorship by offering a more flexible, inclusive approach to relationship building across the organization. Through CONNECT, employees can build connections across teams, regions, and career paths, expanding access to peers and leaders while fostering collaboration and shared learning.

Building on this momentum from our pilot program, Ameresco CONNECT will spearhead our 2026 connection strategy and expand networking opportunities across the organization. While mentorship remains a critical development tool, Ameresco CONNECT is designed to foster intentional networking, knowledge sharing, and community building at scale, supporting collaboration, inclusion, and engagement across regions and career stages.

Together, these efforts reflect Ameresco's ongoing commitment to listening to employee feedback, evolving our people programs, and creating meaningful pathways for connection and growth.



Training & Development

Ameresco invests in all levels of training to support career development. We encourage employees to further their education through our Tuition Reimbursement Program as well as funding certifications, outside trainings, and seminars as it pertains to their position. During 2025, 16 employees participated in this benefit and received approximately \$84,700 in tuition reimbursement. They are well on their way to earning a degree specialized in their area of work at Ameresco.

We partner with Udemy Business to grant employees access to thousands of training courses across a wide range of topics in the platform’s library. Since the launch in July 2024, our employees have completed over 6,500 hours of learning. At the end of 2025, we extended our partnership to join the Udemy Business Leadership Academy, queueing up leadership training for employees in 2026.

When it comes to the innovative solutions that we deliver to our customers, it is critical for the Ameresco team to be at the forefront. Our Corporate Marketing Team hosts monthly Center of Excellence in Advanced Technology training sessions available to all employees. Each session features a different topic to cover various aspects of Ameresco’s solution portfolio and is presented by our internal subject matter experts. All employees are encouraged to attend the video conference and participate in the Q&A.

Ameresco’s Learning Management System (LMS) allows for easy access to training materials and more frequent training as needed. These offerings will continue to grow along with our needs going into 2026. In 2025, Ameresco invested in 20,133 hours of training for our employees.

Employee Training Summary (Hours)

Employee Training	2025	2024
Human Resources	7,078	9,353
Udemy Training	4,329	2,476
Sales & Marketing Center of Excellence	2,681	2,860
IT & Cybersecurity	3,070	4,863
Health & Safety	6,045	5,875
Total Companywide Training Hours	23,203	25,427
Average Training Hours per Employee	15	17



Culture and Engagement

At Ameresco, our people power progress. A culture grounded in respect, collaboration, and strong leadership enables innovation and drives meaningful results. By living our values every day, we deliver sustainable solutions for our customers while building a strong, resilient organization for the future.

Employee Satisfaction

Employee retention is paramount to our long-term success, resilience, and sustainability. Ameresco’s average employee tenure is 5.5 years of service – which is a strong comparison against the U.S. Department of Labor’s national average of 4.1 years of service. With a continued focus on culture, employee experience, and professional development, our companywide voluntary retention rate is 90%.

To better understand and continuously improve the employee experience at Ameresco, we regularly seek feedback through employee engagement and lifecycle surveys. In 2025, we conducted our second annual companywide employee engagement survey in partnership with Culture Amp, with a continued focus on alignment to our vision and mission, career growth, and employee development.

In addition, we streamlined our employee listening strategy by consolidating our exit survey and launching both initial and 90-day onboarding surveys within Culture Amp. Together, these efforts provide more consistent, timely insights across key moments in the employee lifecycle and help inform actions to strengthen communication, collaboration, and overall engagement across the organization.

Employee Turnover

	2025	2024
Voluntary employee turnover rate	10%	11%
Involuntary employee turnover rate	5%	3%



Peer Recognition

Recognition and continuous feedback are core to how we support growth and engagement at Ameresco. We foster a culture of appreciation through both peer to peer and manager led recognition, encouraging employees to acknowledge one another's contributions in real time. Our global recognition platform, Awardco, enables colleagues and leaders to share timely feedback, celebrate achievements, and reinforce behaviors aligned with our C.A.R.I.N.G. values through a merit-based points system. This approach helps ensure recognition is meaningful, visible, and embedded into everyday work. Employees can redeem earned points through a well-known online marketplace or direct them toward charitable donations. In addition, we celebrate new hires and recognize important employee milestones, including anniversaries and birthdays, each year – reinforcing a culture where appreciation, feedback, and connection are ongoing.

Camaraderie & Collaboration

Ameresco provided fun events throughout the year offering global camaraderie, collaboration, and connection to our employees. These events include an Ameresco Day on our anniversary, our annual Earth Day Clean Up walk, a National Intern Day, our Treats for Troops Halloween candy collection, a pumpkin carving contest, and a holiday toy drive. We hosted food trucks for “Summer Fun” days including National Ice Cream Day and Hot Dog Day, and various after work social events -- including a popular pickleball open play near our HQ office. We are focused on launching activities that help build relationships among colleagues and identify shared passions, whether it be hobbies or volunteering within our communities. Fun was had by all!

In 2025, we promoted structured monthly themes focused on Ameresco's C.A.R.I.N.G. values as part of our 25th Anniversary celebration throughout the year. Each month featured highlights of our employees, community, and company with focused spotlights on team members, volunteerism initiatives, global projects, Udemy trainings, and donation and volunteer opportunities.



Building a Green Workplace: Environmental Office Initiatives

Ameresco's brand as a sustainability-driven business attracts employees who are passionate about reducing our environmental footprint, contributing to climate resilience, and making an impact in both their local communities and around the world. We are continuously finding creative ways to prioritize global sustainability and stewardship. The shared values of our employees to do well by doing good extend far beyond the projects we complete and the energy assets in our portfolio. We foster and support workplace initiatives that meaningfully contribute to sustainability and creating a healthier planet. Teams across the Company helped to create a healthier planet by volunteering in their local communities and learning more about ways to live, work, and play more sustainably in our annual Go Green Challenge.





2025 Earth Day Cleanup

In recognition of Earth Day 2025 and to kick off our companywide Go Green Challenge, Ameresco teams participated in our annual Earth Day Clean Up. From Massachusetts to Washington DC, Ohio to Oregon, Arizona to Hawaii, Canada to the U.K., and many places in between, our dedicated employees took action to protect the environment by removing trash and debris from trails and waterways. Their commitment to C.A.R.I.N.G. for our local communities was evident as they engaged in cleanup walks across neighborhood trails, public spaces, waterfront shores, and more.



2025 Go Green Challenge

In 2025, Ameresco employees from all around our global offices came together for the annual Go Green Challenge – a three week, companywide sustainability initiative designed to inspire action, learning, and connection. Over 160 employees participated, submitting over 900 photos and videos, significantly surpassing participation in prior years. By offering greater flexibility and a wider range of activities, this year’s challenge empowered employees to engage in ways that fit their work environment and schedules, while reinforcing sustainability as a shared responsibility.



The 2025 challenge was themed around celebrating Ameresco’s 25th Anniversary. Participants completed three challenges each week, guided by prompt words – Activate, Minimize, Efficiency, Recycle, Educate, Support, Cultivate, and Offset. These themes encouraged both individual action and collective reflection, helping employees translate sustainability concepts into practical habits at work and at home while honoring Ameresco’s milestone year.

Engagement Through Community

The 2025 challenge demonstrated that sustainability is strengthened through connection. Employees extended their impact beyond individual actions by engaging coworkers, families, and networks. Sharing green tips, recommending resources, and discussing sustainability practices sparked conversations that reached beyond the workplace. These small but consistent interactions help foster a culture of awareness and accountability across departments and regions.





Team based challenge structure amplified engagement. Dedicated team leaders and active members cheered each other on, transforming internal Teams chats into spaces of collaboration and creativity. The friendly competition evolved into a collective experience that reinforces Ameresco's C.A.R.I.N.G. values and strengthened relationships across the organization.

Education and Awareness

With education as a core pillar, employees explored articles, videos, podcasts, and other resources focused on sustainability, energy efficiency, and environmental responsibility. Many learnings were shared among the team members. Some participants applied insights to adjust personal habits, while others brought new ideas into discussions with friends, families, and communities.

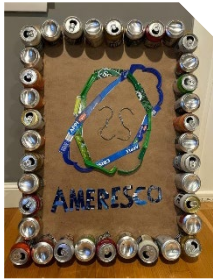
Importantly, the challenge created space for reflection. Employees connected their daily roles at Ameresco to the Company's broader environmental mission, reinforcing the importance of individual contributions on our collective impact. Learning aligned with purpose helped transform education into a long-term investment in both personal growth and organizational impact.

Creativity and Hands-on Action

Creativity was a powerful driver of engagement, most notably through the annual Recycled Art Challenge. Participants reimaged discarded materials into functional and artistic pieces, demonstrating the potential of upcycling while highlighting innovation and collaboration. Submissions ranged from a set of drums crafted from empty water bubblers and packaging materials, and a charcuterie board made from a reclaimed tree stump to a bouquet of flowers made from egg cartons and a knight designed to sit atop a recycling bin as a visual reminder of responsible disposal. The winning entry – a recycled crayon masterpiece created to commemorate Ameresco's 25th anniversary – captured the spirit of the challenge. Collectively, the submissions reflected both the creativity of our employees and their commitment to sustainability.

Carbon Reduction and Efficiency

Daily practical actions formed the foundation of the Minimize, Efficiency, and Offset themes. Employees reduced energy use by unplugging devices, switching to LED lighting, and adopting more efficient routines at home and work. Others chose low carbon transportation options or implemented water and energy saving practices such as reducing shower times and switching to the

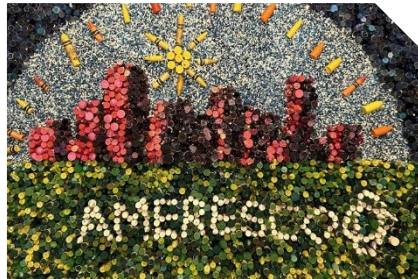
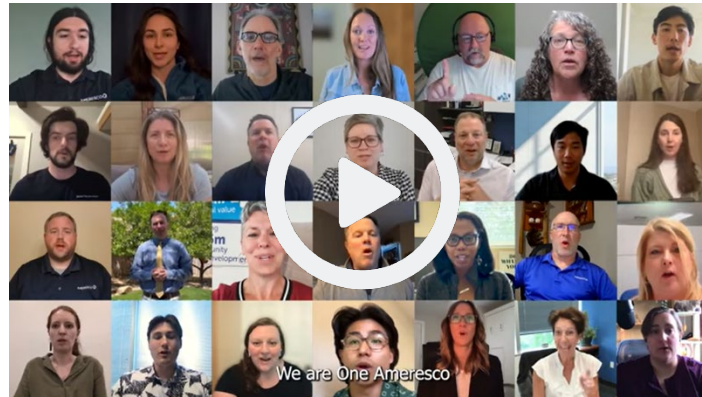




cold-water cycle while washing clothes. These efforts were not one-time gestures; many participants reported adopting new habits they intend to maintain long after the challenge concluded.

25 Years of Impact: Reflection and Legacy

In recognition of Ameresco's 25th anniversary, the final challenge invited employees to reflect on questions about the impact of their job function at Ameresco, Company culture and working in the clean energy industry. Through video submissions, participants shared perspectives on how their work, values, and experiences contribute to the Company's legacy. These reflections reinforced a shared understanding that sustainability is embedded in Ameresco's people and culture.



Beyond participation metrics, the true success of the 2025 Go Green Challenge was cultural. This annual initiative yet again strengthened collaboration, reinforced shared values, and demonstrated that environmental leadership thrives through individual commitment and collective action. As Ameresco celebrated 25 years of impact, the Go Green Challenge served as a powerful reminder that meaningful change is built through habits, shared purpose, and the ongoing effort to do better together.



How does our company's overall impact set us apart?



"Overall, the company, the individuals, have shown the desire to demonstrate a "practice what they preach" mentality. The contest is a good, fun way to see everyone and the things they do inside and outside work. We are all different, but share values that promote healthy living, and a desire to make things better for our clients, company and families. That's a culture worth promoting."

"In a word, I feel honored. To be working alongside such intelligent and innovative people is a tremendous pleasure, not to mention a driver for success. I am incredibly grateful for the opportunity to learn from the best and to contribute to the overall health of our company and our planet."

"Our company's overall impact sets us apart because giving back is what we do with our projects but also engrained in our culture. We get to make a difference on both a small and global scale."

How has our company's culture influenced your work and/or personal growth?

"Ameresco proves over and over that we can be successful, impactful, and profitable while not giving up our values. Every day with our customers and internally, I am motivated to create the balance that drives "doing well by doing good". It is not a small thing for me to invest my time, my days, my years into a partnership with a company, but after six years I am very proud of my decision to work at Ameresco. I will continue to strive to be a contributor every day."

"In addition to being an industry leader in a field that is driven significantly by an effort to address climate change, the culture of the organization is consistent with those efforts. So, we can demonstrate to our customers that we are not only selling a product, but we are also committed to the same goals as an organization."

"I love being part of a company that is making a real difference and that is a leader in driving energy efficiency, energy conservation, and renewable energy. I love that every project I work on has a positive impact on the environment - it makes me feel excited, proud, and motivated."

How do you feel being part of a company that is showing the way in the energy transition?

"Being a part of a company that is leading the way and driving the changes in the world of energy transition makes me feel like I am contributing to something that will have long term effects and benefits that impact the younger generation that will follow mine. Hopefully they can improve on our changes and create more positive change."

"Ameresco has taught me and shown me that companies can do well by genuinely caring and doing good. Everyone has 'can do' attitudes and I have not yet experienced anything other than that. I'm inspired by colleagues when I see this, and it drives me to always do and produce my best, to take full ownership, and to promote the company like it's my own. We truly are a unique and special organization."

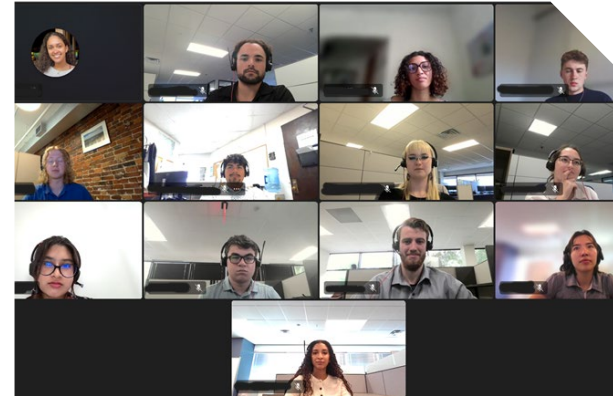


Internships at Ameresco

Building a sustainable future begins with fostering opportunities for growth and learning within our industry. That's why here at Ameresco, we are proud to have hosted 47 students from the U.S., Canada, and U.K. in 2025.

The students were engaged in challenging, innovative, and rewarding internships where they were exposed to fields spanning from solar development, battery energy storage systems, renewable natural gas, energy efficiency, facilities project engineering, construction, controls systems engineering, and corporate roles such as marketing, information technology, human resources, accounting, and finance.

The Ameresco Interns also had the opportunity to connect with our executive management team members throughout the summer session during a dedicated speaker session series, social and virtual gatherings, and our National Intern Day celebration. In 2025, our internship efforts resulted in converting several top talented senior level interns into full time Ameresco employees!





Communities

Investing in the communities where we live and work is central to Ameresco's values and long-term sustainability. By actively engaging with and C.A.R.I.N.G. for our local communities, we strengthen social responsibility and contribute to broader societal well-being. Our commitment to health and safety initiatives helps protect both our workforce and community members, while fostering trust, partnership, and shared accountability. These investments also deliver meaningful, lasting benefits – such as stronger infrastructure and expanded educational opportunities.

We believe that being close to our customers and communities is essential to being a trusted partner. By investing locally wherever we operate, we aim to build enduring, mutually beneficial relationships – creating a shared path toward healthier, more resilient, and more prosperous communities for the future.



Tri-County Career Center – Nelsonville, OH Powering Education Through Hands-On Solar Learning

As a leader in providing energy infrastructure solutions, Ameresco is committed to empowering and inspiring the next generation of energy and construction professionals. With more than two decades of experience partnering with K-12 institutions, we integrate workforce development and education into many of our projects, helping schools reduce energy costs while creating meaningful, real-world learning opportunities for students.

In 2025, we partnered with Tri-County Career Center (TCCC) in Nelsonville, Ohio, to deliver a roof-integrated solar project that combined renewable energy infrastructure with hands-on student engagement. As part of a campus roof replacement, Ameresco installed a 185 kilowatt (kW) bi-facial solar photovoltaic system, designed to maximize energy production while serving as a live learning platform for students enrolled in TCCC's electrical and skilled trades programs.

A defining feature of this project was the direct involvement of students, who worked side-by-side with Ameresco professionals throughout the installation process. By assisting with the placement and installation of solar panels, students gained valuable, on-the-job experience with emerging clean energy technologies, bridging classroom learning with real-world application. This approach allowed students to build technical skills, develop confidence, and gain firsthand exposure to careers in the energy and construction trades.

The project supports TCCC's mission to prepare students for in-demand careers, particularly in communities historically rooted in traditional energy industries. By integrating advanced solar technology into the campus and curriculum, Ameresco helped demonstrate how energy solutions can drive economic opportunity, workforce readiness, and long-term community resilience.

Through this partnership, students not only contributed to a project expected to offset a meaningful portion of the school's energy demand but also walked away with practical experience that will support their future career paths -- whether entering the workforce directly, pursuing certifications, or continuing their education.

This collaboration exemplifies Ameresco's commitment to community engagement and workforce development, showing how energy projects can deliver lasting benefits, create pathways to opportunity, sustainability, and a skilled energy workforce for the future.



C.A.R.I.N.G. for Our Communities

Volunteerism

Ameresco continued to focus our philanthropic efforts companywide in 2025. Our Office Ambassadors act as a guidepost to bring together our international workforce as One Ameresco – striving to contribute to our communities through our global companywide volunteerism efforts.

Our Office Ambassadors span job functions, geographies, and business units and worked diligently to plan both local volunteer initiatives and global efforts. This Company-sponsored team enables our people to successfully champion opportunities to give back throughout the year. We value this opportunity to bring our organization together locally and globally in support of our communities and enhancing engagement. Employees were encouraged to utilize their 16 paid volunteer hours to give back to projects in their local communities throughout the year.



In 2025, the Ameresco team devoted a collective 3,707 hours to volunteerism initiatives — exceeding our goal of 3,300 hours. Our team hosted and participated in a variety of volunteerism events including:

- *Celebrating Women in Construction Week by co-hosting a Pancake Breakfast that strengthened partnerships and community ties (CO)*
- *Cleaning up local green spaces on Earth Day across our international footprint – removing trash across office, project, and employee communities (National)*
- *Clearing areas in preparation for cover crop seeding at Auriela's Garden (MA) – a local farm that provides fresh produce to food pantries within the community*
- *Collecting food and personal care items for A Place to Turn (MA), a choice food bank dedicated to providing healthy food choices, diapers, and personal care items*



- *Collecting Halloween candy for the Soldiers Angels "Treats for Troops" candy drive that was shipped to military members overseas*
- *Fighting food insecurity with St. Mary's Food Bank (AZ) by supporting local families with fresh produce packing, cart loading, and curbside pickup assistance*
- *Fundraising through a community chili cookoff benefiting Hope House and A Precious Child nonprofits supporting teen moms and families in need (CO)*
- *Packing over 30,000 meals for kids in need with Feed My Starving Children in Mesa (AZ)*
- *Preparing meal kits for 2,000 local families during the Thanksgiving holiday season through the United Way of Tri-County Feed-a-Family "Holiday Meal Drive" (MA)*
- *Raising funds for Prostate Cancer UK through an Ameresco-run 72-hole golf marathon that brought in £3,910 with company match*
- *Rescuing surplus food with Rachel's Table in Worcester (MA) by redirecting unserved food to 30+ shelters and pantries*
- *Restoring trails by rebuilding steps and adding erosion and stormwater controls (ME)*
- *Serving neighbors at André House in Phoenix (AZ) by helping provide meals and essential support for people experiencing homelessness.*
- *Supporting rescued animals in Phoenix, AZ by volunteering at Mother Nature's Farm to sort pumpkins for Home Sweet Home Animal Sanctuary*
- *Warming hearts and feet with "Socktober" – a companywide initiative to collect socks, one of the most needed items at local shelters (National)*
- *Weatherizing local homes with Maine Window Dressers (ME) by building insulating window inserts that improve comfort, lower bills, and reduce emissions*



Philanthropic Donations

Employees are also encouraged to support meaningful personal causes, and Ameresco committed to matching their donations to non-profit 501(c)(3) organizations. In 2025, Ameresco donated approximately \$164,000 to the organizations listed below. This total includes both corporate and regional business unit donations, plus Ameresco's match of employee donations.

4Ocean Foundation
 A Place to Turn
 Alzheimer's Association
 American Red Cross
 American Solar Energy Society
 Anera
 Archway Glendale
 Arts Center of Coastal Carolina
 Augusta Sailing
 BC Cancer Foundation
 BC Children's Hospital
 BC Food Banks
 Beck Cultural Exchange Center
 Bike MS
 Blood Cancer United
 Boston Cares
 Boston College
 Buzzards Bay Coalition
 Camp Kesem
 CARE
 Cancer Research Institute
 Community Trust Foundation
 DAV (Disabled American Veterans)
 DeMatha Catholic High School
 Delta Hospital and Community Health Foundation
 Deltassist
 Direct Relief
 Doctors Without Borders
 Environmental Film Festival
 Feed My Starving Children

Feeding America
 Feeding Illinois
 Fink's Rainbow
 Food Lifeline
 FXC Family Foundation
 Gaza Soup Kitchen
 GivePower Foundation
 Golf Fights Cancer
 Greater Good Charities
 Habitat for Humanity
 Haley Rasco Foundation
 Hark-ALS
 Heartprint
 Helen Keller International
 College of the Holy Cross
 Jimmy Fund
 Kappa Delta
 Lake Oswego Schools
 Leavenworth County Humane Society
 Leukemia & Lymphoma Society
 Massachusetts Bail Fund
 Mutual Aid LA Network
 National Alliance on Mental Illness
 New England Center for Children
 No Kid Hungry
 Nourish Knoxville
 Northwestern University
 NPR
 Pacific Assistance Dogs Society
 Pasadena Humane
 Paul Magnus Foundation

Planned Parenthood
 Proctor Academy
 Purdue University
 Ronald McDonald House
 Saint Michael's College
 Salvation Army
 Sandy Hook Promise Foundation
 SchoolForce
 Shannon's Path
 St. Jude Children's Hospital
 Strong Towns
 Team Gleason
 The Conservation Fund
 The Humane Society of the United States
 The Matt Boczar Foundation
 The Nature Conservancy
 The Ocean Cleanup
 Toys for Tots
 UMass Amherst Foundation
 United Way
 Volunteers of America
 Waltham Times
 Wayside Waifs
 Worcester County Food Bank
 World Central Kitchen
 World Wildlife Fund (WWF)
 Wounded Warrior Project
 WTL Health Clinic
 YMCA



Investing in our Next Generation

During 2025, Ameresco funded scholarships and grants to students attending underserved schools in our local communities including Baltimore and Toronto. The funds were committed to students to assist with their education and their pursuit of personal and professional goals.



Baltimore City Public School

Maryland, U.S.

In Baltimore, we partnered with the College Bound Foundation for the fourth year to fund the Ameresco STEM Scholarship. This program supports a low-income Baltimore City Schools student with a desire to obtain a degree in a STEM field. In addition, we volunteered as Scholarship Readers, reviewing and scoring scholarship applications for the more than 275 privately funded scholarships managed by the organization.



Partnership with Balsam

Canada

In Canada, history reinforces the need to support under-represented communities. As part of our ongoing commitment to reconciliation, Ameresco Canada is proud to collaborate with Balsam Indigenous Reconciliation Education & Advisory (formerly known as the Indigenous Treaty Partners) to offer our annual Energize a Sustainable World Scholarship, which is open to Indigenous students currently enrolled in post-secondary education and interested in studying engineering or science. We are honored to award the 2025 scholarship to Raylene Mitchell. Raylene is an engineering PhD student at the University of Toronto focusing on energy storage and carbon capture technologies, and this scholarship will support her work towards developing sustainable energy solutions for Canada's remote communities. Ameresco and Balsam will maintain connections with the awarded recipient throughout their career offering regular touch points, coaching, and mentoring sessions to ensure their future success.



Community Engagement Highlight

Ritenour School District – St. Louis, MO

Path 2 Trades (P2T) Program

Launched in October 2024, Path 2 Trades (P2T) is a two-year certificate program co-developed by Ameresco and the Ritenour School District to introduce high school students to careers in the skilled trades. Ritenour School District serves a diverse and economically disadvantaged student population, with roughly 68% of students classified as economically disadvantaged, reinforcing the need for equitable workforce development and career access initiatives.

Offered to freshman and sophomore students, the program features quarterly sessions focused on different trades and hands-on learning experiences. Ameresco serves as both a sponsor and mentor for the program, supporting a cohort of 19 enrolled students.

In December 2025, Ameresco hosted P2T students at the Ritenour Center for Educational Excellence (RCEE), a facility Ameresco renovated in 2024–2025. During the visit, students learned about the various trades involved in the renovation and how those disciplines work together within Ameresco's integrated project delivery model.

The session provided students with real world insight into career pathways in the trades while reinforcing Ameresco's commitment to workforce development and community partnership.





World

In order to thrive in today's interconnected world, we believe we must embrace a global perspective in every part of our business. By thinking globally, we can tap into a range of markets, access a broader talent pool, and leverage economies of scale. Moreover, a global mindset encourages us to prioritize universal standards for health and safety practices across our operations, ensuring the well-being of workers and stakeholders regardless of location. When it comes to supply chain management, thinking globally involves fostering transparency and accountability throughout our suppliers, from sourcing technologies and equipment to delivering finished products. This approach not only mitigates risks but also promotes sustainability and ethical business practices on a global scale, ultimately contributing to our long-term success and positive impact.



Safety First

Ameresco's commitment to safety is foundational to its operational excellence and long-term success. An active and effective Safety and Health (S&H) Program – aligned with the Company's size, complexity, and diverse operational exposures – plays a critical role in protecting employees, subcontractors, and assets while supporting reliable project execution across all business units.

Ameresco's S&H Program is designed to proactively identify and mitigate risk, ensuring that safety is embedded into every aspect of operations. The program's primary objectives include:

- Preventing workplace injuries and occupational illnesses across all operations
- Establishing and maintaining comprehensive safety and health policies and procedures
- Promoting clear and consistent communication regarding safety expectations and performance
- Ensuring all personnel receive appropriate training to perform their work safely
- Investigating incidents, near misses, and hazards to determine root causes and implement corrective actions



ISO 45001 Certification: Ameresco Canada and Ameresco U.K. maintain ISO 45001 certification, demonstrating alignment with internationally recognized occupational health and safety management systems and a commitment to continuous improvement.

Ameresco's Safety Organization

Ameresco's S&H leadership team is composed of experienced professionals representing multiple business units and disciplines. This team provides strategic oversight and technical guidance while supporting a network of field-based safety professionals across the Company's global operations. Safety initiatives are fully supported by executive leadership, ensuring that safety remains a core business priority and is integrated into all phases of project planning and execution.

The S&H team includes professionals with formal education in Industrial Engineering, Risk Control, and Occupational Health and Safety, supported by certifications such as:

- OSHA 30-Hour Construction Safety
- OSHA Outreach Training Instructor credentials
- Emergency Medical Technician (EMT) training



- Advanced Safety Certificates
- National Safety Council (NSC) safety training and professional development programs
- Construction Health and Safety Technician (CHST) certifications

These qualifications, combined with extensive field experience, enable Ameresco to effectively manage safety across complex construction, renewable energy, and infrastructure projects.

Global Safety Ambassadors (AGSA)

Ameresco's Global Safety Ambassadors (AGSA) program serves as a key driver of safety culture by promoting engagement, accountability, and continuous improvement across all business units. The AGSA group held eight meetings in 2025 and continues to strengthen safety performance through collaboration between field personnel and leadership.

Key responsibilities include:

- Identifying and evaluating workplace hazards
- Developing and implementing risk reduction strategies
- Monitoring safety performance trends
- Supporting implementation of S&H programs
- Encouraging employee participation in safety initiatives
- Enhancing communication between management and field personnel
- Providing recommendations for continuous improvement

Our safety leadership model is built upon five pillars:
Field Presence • Effective Communication • Feedback Mechanisms • Accountability • Benchmarking

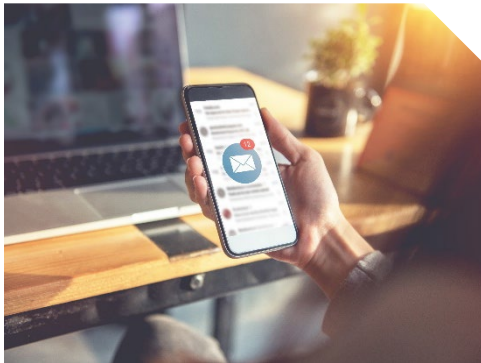


Integrated Safety Management Approach

Ameresco implements an Integrated Safety Management (ISM) approach to ensure safety is incorporated into all phases of work planning and execution. The ISM framework includes:

- Defining scope of work
- Identifying and analyzing hazards
- Developing and implementing controls
- Executing work safely
- Capturing feedback for continuous improvement

Ameresco maintains a comprehensive Safety & Health Program Manual – consisting of 32 program elements – which serves as the foundation for site-specific safety plans. All employees and subcontractors are required to complete safety training and attend site-specific orientations prior to beginning work. ***Ameresco maintains a firm belief that no operational objective or schedule demand outweighs the importance of protecting people.***



To reinforce safety awareness, Ameresco distributes a weekly “Safety Minute” communication highlighting best practices and preventative measures.



U.S. OSHA-Recordable Employee Safety Performance

Ameresco tracks safety performance using OSHA recordkeeping requirements and benchmarks results against U.S. Bureau of Labor Statistics (BLS) industry data. For 2025, Ameresco recorded:

- 5 total OSHA recordable cases
- 0 cases involving days away from work
- 4 cases involving job transfer or restriction
- 1 other recordable case
- 490 total restricted workdays

These results demonstrate Ameresco’s continued focus on proactive hazard mitigation, injury prevention, and effective return-to-work practices.

U.S. Department of Labor, Bureau of Labor Statistics incidence rates of nonfatal occupational injuries and illnesses by industry⁽¹⁾ and case types, and fatal occupational injuries by industry, 2023 (most recent published BLS data)

	NAICS Code*	Total Recordable Cases ¹	Cases with Days Away from Work ¹	Cases with Days of Job Transfer or Restriction ¹	Total Fatal Injuries (Number)
BLS Industry Average (2023) – Engineering Services	5413	0.60	0.20	0.10	15
Ameresco (2023)	54133	0.46	0.09	0.18	0
Ameresco (2024)	54133	0.41	0.08	0.17	0
Ameresco (2025)	54133	0.30	0.00	0.24	0

* The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. Ameresco’s NAICS code is 54133.

¹ The incidence rates represent the number of injuries and illnesses per 100 full-time workers and were calculated as: $(N/EH) \times 200,000$, where:

- N = number of injuries and illnesses
- EH = total hours worked by all employees during the calendar year
- 200,000 = base for 100 equivalent full-time workers (working 40 hours per week, 50 weeks per year)

Workers’ Compensation Performance

Ameresco continues to demonstrate strong workers’ compensation performance. The Company’s Experience Modification Rating (EMR) for the period 1/31/2025–1/31/2026 is 0.64, which remains below the industry benchmark of 1.00 and reflects effective safety and risk management practices.



Safety Training and Workforce Development

Ameresco maintains a comprehensive safety training program delivered through a centralized Learning Management System (LMS) to ensure consistency, compliance, and continuous improvement. For 2025, our companywide safety training program delivered 6,045 hours of training within our eSafety platform. These metrics demonstrate the Company's continued investment in workforce competency and proactive risk reduction.

U.K. Safety Training (IHASCO)

Ameresco utilizes IHASCO training systems to support safety training within its United Kingdom operations. For 2025, U.K. safety training delivered 552 hours of IHASCO Safety Training with training completion status: Completed: 90.6%, Not Completed: 7.6%, In Progress: 1.9%. These results reflect strong engagement and participation across Ameresco's international workforce.

Federal Safety Expertise (EM 385-1-1)

Ameresco safety professionals supporting federal projects are trained in accordance with the U.S. Army Corps of Engineers EM 385-1-1 Safety and Health Requirements Manual. Regional Safety Managers and Site Safety and Health Officers (SSHOs) maintain 40-Hour EM 385-1-1 Hazard Recognition certification and bring extensive experience supporting:

- Department of Defense (DoD) projects
- Department of Energy (DOE) programs
- Federal renewable energy and infrastructure projects

This expertise supports:

- Accident Prevention Plan (APP) development
- Activity Hazard Analysis (AHA) implementation
- High-risk construction safety management
- Federal safety inspections and compliance

Ameresco ensures alignment with both EM 385-1-1 and OSHA standards, providing a high level of safety assurance across federal projects.

Regulatory Alignment

Ameresco operations align with applicable safety regulations including:

Federal

- GSA & DoD – EM 385-1-1 Safety and Health Requirements Manual
- DOE – 10 CFR 851 Worker Safety and Health Program

Non-Federal

- OSHA 29 CFR 1910 – General Industry
- OSHA 29 CFR 1926 – Construction



Supply Chain

Ameresco is dedicated to sourcing services and materials from ethical, resilient, equitable, safe, and sustainable supply chains. We require all suppliers, subcontractors, and service providers – whether engaged through subcontracts, purchase orders, engineering service agreements, or other applicable contracts – to adhere to our Equal Employment Opportunity (EEO) commitments, Code of Business Conduct and Ethics, environmental, health and safety standards, and Child Labor policy. These expectations are embedded in our procurement practices to ensure alignment with our core values and compliance across our full supply chain.

Supply Network Resilience

Ameresco's commitment to running a resilient, sustainable organization extends beyond just our own employees, and impacts our ecosystem of suppliers – service providers, subcontractors, and vendors. We believe that a resilient supply chain not only derisks our business practices but also fosters innovation and strengthens our commitment to provide opportunity and access in the communities in which we live, work and serve. Ameresco is dedicated to collaborating with our customers to meet or exceed contractually committed supply chain goals through procurement and subcontracting of professional services.

We actively seek to engage the services of qualified local and small businesses with strong track records, and we are committed to helping them succeed by encouraging local supplier participation in our projects. Ameresco continuously works to expand and strengthen our supplier base by engaging a wide range of local suppliers across all our regions. We demonstrate this commitment by building long-term business relationships,

offering mentorship and training opportunities where possible, and helping suppliers grow their experiences and capabilities to secure work both with Ameresco and beyond.

Ameresco is growing its supplier network through both competitive solicitations and, where appropriate, single-source opportunities that allow us to engage unique and/or local suppliers. We also expand our network through active participation in industry events and collaboration with organizations that support local businesses and communities. Whenever possible, our bidding and outreach efforts include activities such as partnering with local, state, and federal supplier resilience programs; engaging with local business trade associations; and hosting procurement conferences and trade fairs for the local community.

To enable these goals, Ameresco is committed to continually improving the use of vendor management tools, to ensure efficient tracking of our supplier network and the full scope of contracted goods and services.

Fair Labor Practices

At Ameresco, we hold ourselves to the highest standards of ethical conduct and social responsibility, recognizing the critical importance of fair labor practices in shaping a sustainable and just global economy. We are committed to working with companies and manufacturers who share our unwavering commitment to ethical labor standards, particularly the prohibition of forced and child labor. Should a pattern of violation of these principles become known to Ameresco and not be corrected, we shall discontinue those business relationships to ensure our beliefs, standards, and vision for a just global economy are upheld.



Planet

Ameresco's work as a leading energy infrastructure solutions provider aligns with the global energy transition – from its long reliance on fossil fuels towards one increasingly based on diversified, reliable, and low-carbon energy. In 2015, the Paris Agreement established a framework for climate change mitigation, including the goal of limiting global temperature increase to 1.5° above preindustrial levels, which climate science indicates would require global net-zero emissions around mid-century. This objective remains a North Star as the world works to balance rising energy demand with reduced environmental impact.

Communities worldwide are experiencing higher temperatures, rising seas, severe weather, and power outages as climate risks intensify. The unpredictable and highly visible effects of natural disasters add complexity that leaders must anticipate and manage. This moment is distinguished by a convergence of pressures, making collaborative problem-solving and innovation more critical than ever.

These dynamics are not new to Ameresco. For 25 years, we have operated in an environment defined by change – supporting customers through evolving conditions and priorities while addressing real-world energy and infrastructure challenges. Our work has focused on reducing energy consumption, strengthening reliability, improving resilience, and reducing emissions where it matters most. Yet today's dynamic introduces renewed urgency. Aging buildings and grid infrastructure, growing AI-driven power demand, and changing regulatory landscape are raising concerns about energy costs, reliability, and long-term system preparedness.

Impactful climate action requires responsibility, innovation, and the integration of clean energy with savvy economics. Climate-positive progress must be financially viable and accessible. Ameresco is dedicated to assisting customers in achieving their climate, resilience, and sustainability goals through energy, water, and infrastructure solutions.

We deliver solutions that reduce negative impacts on our planet and remain committed to long-term progress as we energize a sustainable world together. We are proud of our 25 years of impact and recognize the work ahead will require even more discipline, collaboration, and creativity to continue advancing towards a climate positive future. Our work in 2025 reflected this focus, as we served as leaders, advisors, and partners in progress.



Supporting our Customers' Climate Action Journeys

Climate Action Impact

For 25 years, Ameresco has been a trusted partner in navigating the energy supply and demand landscape. Our customers are responding to internal and external pressures to accelerate climate action and a just transition to net zero, while addressing the mounting need for resilience in their energy systems and infrastructure. As the global energy transition accelerates, we remain committed to developing renewable and reliable solutions that reduce energy consumption, costs, and emissions, enhance resilience, and advance our customers' climate action goals.

From prioritized infrastructure improvements to deep energy retrofits, smart controls for better energy management, building and fleet electrification, firm and intermittent renewable supply, and resilient microgrid systems, our solutions are tailored to meet the unique needs of each customer and site.

In addition to our customer-owned projects, we are proud that the Company's energy assets add renewable and firm sources of energy to customers' supply mix, further facilitating our collective goals to achieve emissions reductions and a diversified energy mix. Our portfolio of Company-owned energy assets – including solar, battery energy storage systems (BESS), wind, landfill gas, and renewable natural gas (RNG) facilities – generates clean, secure supply for a variety of off-takers.

Realizing the importance of supporting our customers' journey to net zero, we continue to make progress toward our goal to reduce our customers' carbon footprints by a cumulative 500 million metric tons by 2050. At the end of 2025, we were 28% of the way to this goal and we will continue to provide innovative, sustainable solutions that support customers' decarbonization.

Approximately 18 million metric tons of carbon dioxide equivalent (CO₂e) was avoided during 2025 from Ameresco's owned energy assets and our customer projects. Over 140 million cumulative metric tons have been avoided since Ameresco went public in 2010 through the end of 2025.

Ameresco's projects and owned assets' emissions avoidance in 2025 is equivalent to one of the following (approximately):



Greenhouse gas (GHG) emissions from **~46B miles driven by an average passenger vehicle**



CO₂ emissions from **~2M homes' energy use for one year**



Carbon sequestered by **~18M acres of U.S. forests in one year**



Embracing Climate Action through our Advanced Technology Portfolio

Ameresco delivers solutions to cut energy costs, boost resiliency, and reduce emissions for lasting impact. We are a full-service partner that, since inception, has delivered over \$16 billion of solutions across financing models, markets, and technologies and has contracted over 6 gigawatt equivalents (GWe) of developed or managed renewable energy resources.

Our deep bench of technical experts design, develop, and construct solutions tailored to each customer's specific site, needs, and goals. We take pride in building lasting relationships with our customers, supporting them from early assessments and emissions inventories to comprehensive decarbonization strategies that cover diverse demand and supply solutions, plus continued operations and maintenance for their energy systems and infrastructure.

As global energy demand increases, we have the opportunity to prevent even more significant environmental damage by enabling customers to reduce their consumption, offset fossil-fuel based supply with firm and renewable options, and support a just energy transition in each community we serve.

We are here to support our customers with the deployment of financially savvy solutions to address the challenges of climate change, protect the environment and our communities, and bolster resilience in our energy systems.



Reuters Global Energy Transition Award for Social Impact

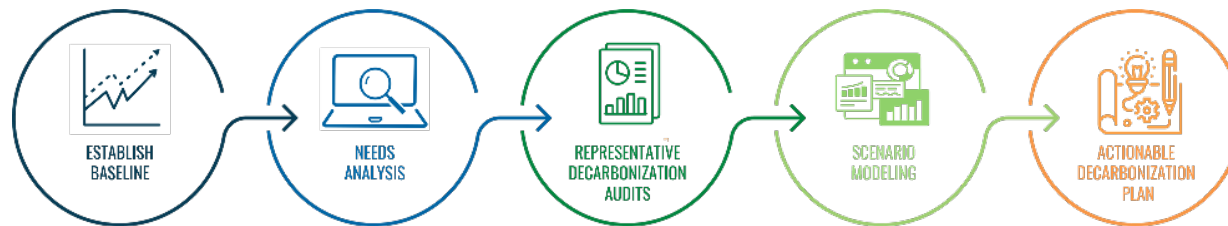
Ameresco was named a winner in the Socially Responsible Project category at the Reuters Global Energy Transition Awards 2025. Selected from more than 600 global entries, Ameresco received the award for its Kūpono Solar Project, a landmark initiative advancing energy equity, climate resilience, and local economic development across the island of O'ahu, Hawaii. The Kūpono Solar Project is the largest solar and BESS on O'ahu. Located on U.S. Navy land at Joint Base Pearl Harbor-Hickam, the 42 MW solar array and 168 MWh battery system provide clean, reliable power to approximately 10,000 homes, 44% of which are under-resourced, while reducing more than 50,000 tons of CO₂ emissions annually. Designed with long-term community impact in mind, the project not only enhances grid stability but also supports local biodiversity, energy affordability, and economic opportunity through workforce development and sustainability education.



Strategic Decarbonization Planning: Reducing Emissions, Elevating Outcomes

We believe that successful decarbonization pathways are rooted in exceptional planning – grounded in high-quality data and sustained partnership. Data is fundamental to making plans actionable, defensible, and sustainable, while strong communication channels and consistent engagement ensure our teams meet customers where they are and remain aligned to their priorities and goals.

Our approach to decarbonization planning reflects Ameresco's impact pillars of People, Planet, and Policy, and is executed through a structured, assessment-driven process that integrates site-level data, emissions baselining, scenario modeling, and implementation planning. In practice, this means working with customers to optimize energy use and emissions while addressing cost, capacity, and operational constraints and aligning with broader social and regulatory dynamics. Optionality and flexibility are prioritized throughout the process, supported by data-driven objectivity and modeling that reflects the complexities and uncertainties of long-term planning.



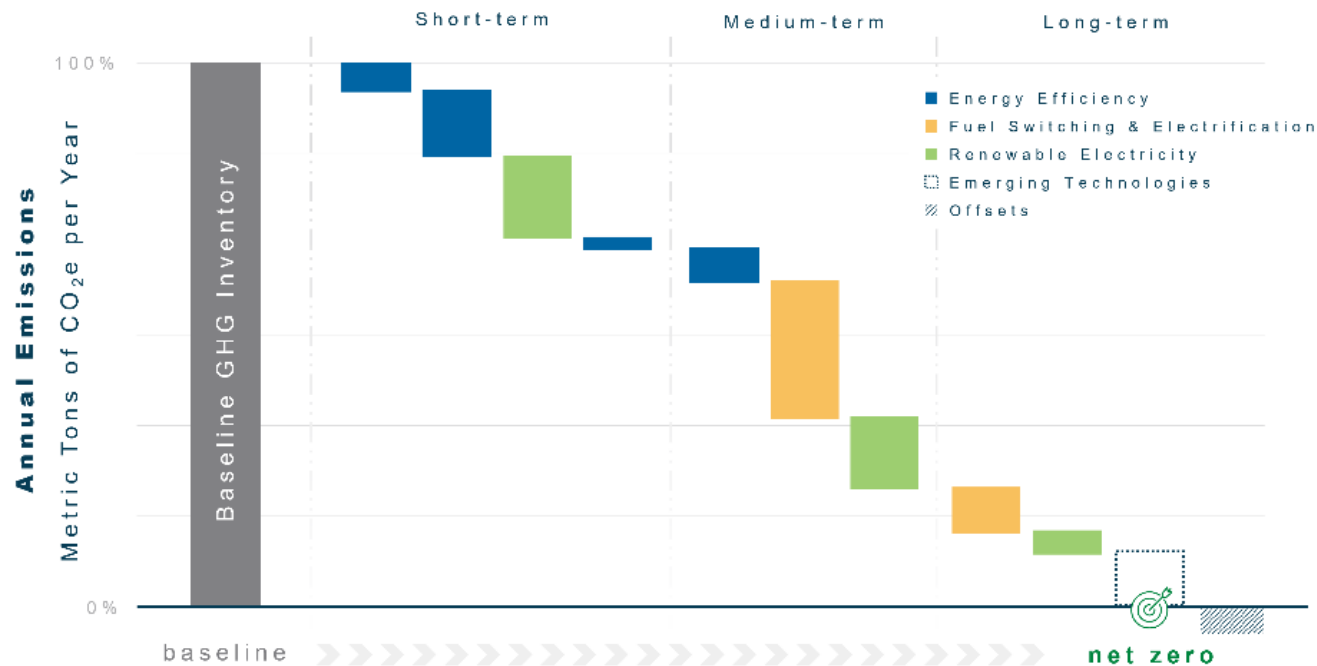
We leverage quantitative and qualitative insights – drawn from facility condition assessments, energy and emissions audits, and targeted feasibility analyses – to identify and evaluate emission reduction measures, analyze their costs and benefits, then bundle and phase them to develop optimal implementation pathways. Customer priorities guide every engagement, while structured collaboration and feedback help align stakeholders around informed decisions and clear direction.

From developing defensible plans to deploying solutions, Ameresco relies on a technology toolkit to organize energy and sustainability data, support reporting across regional and international frameworks, and enable progress tracking. When budget limitations are a barrier, we help organizations evaluate established financing options aligned to project scope, risk tolerance, and implementation timelines – ensuring that high-priority actions identified during planning remain attainable, not aspirational.



Ameresco has experience helping public and private sector entities develop their decarbonization plans regardless of baseline or ambition. Our experts can support the earliest phases of exploring what is possible, clarifying financial boundaries and budgeting options, and continuing as trusted advisors and technical supports with ongoing reporting and monitoring. We help organizations strengthen their understanding and management of carbon impacts and respond more deliberately to evolving regulatory expectations. Our expertise and approach helps translate net zero ambition into near- and medium-term actions that deliver lasting long-term impact.

Decarbonization Pathway *to* Net Zero



Back to the Basics with Efficiency & Conservation

Public and private entities alike must address aging infrastructure, higher costs, and limited budgets. Many buildings are operating with systems that are decades old and reaching end-of-life and accumulating deferred maintenance. In parallel, pressures mount to advance short- and long-term sustainability initiatives.

Energy efficiency is recognized as the largest measures of demand management to decarbonize the built environment. Reduced consumption delivers energy savings and economic benefits. Retrofits paired with digitalization of energy systems using smart controls and automation can further facilitate deeper reductions and cost savings.

Comprehensive efficiency solutions – such as building envelope measures, heating and cooling systems, lighting and insulation upgrades – are all cost-effective technologies that support clean energy transition goals. From replacing inefficient lighting and optimizing HVAC systems to central plant upgrades and water conservation measures, the cost of implementing these measures will vary depending on the system size and facility type; however significant savings can be generated long-term through reduced energy bills and systems maintenance costs.

By reducing energy consumption, customers not only lower their operational costs but also increase financial resilience against future energy price volatility. Moreover, many of these energy efficiency measures qualify for various local, state, or federal incentives, further offsetting the initial investment. We can make a lasting impact through efficiency alone by reducing consumption, costs, and carbon all in one. Efficiency measures are a critical tool to make a meaningful stride towards net zero.



Right-sizing Renewable Supply

While efficiency is the first step to decarbonization by reducing the demand, a net zero goal cannot be achieved without transforming how energy is generated. On-site, local, and distributed renewable energy systems are key components of a comprehensive decarbonization and resilience strategy. Moreover, these solutions are a common place to start.

By generating clean, renewable energy, customers can significantly reduce their reliance on fossil fuel-based power, thereby reducing their carbon footprint. Whether intermittent solar and wind resources or firm solutions like baseload thermal RNG or geothermal resources, each customer project is tailored to right-sized renewable supply.

We can make a lasting impact through renewable supply solutions thanks to a shift away from reliance on fossil fuels – a major contributor to GHG emissions. Renewable sources like solar, wind, biogas, or the Earth's core temperature are abundant and continuously replenished.

The energy transition can start on a carport or rooftop, community solar farm, beneficially reused land, landfill or wastewater treatment site, by digging deep into the Earth, and more. Our customers have been creative in collaborating with us to embrace a carbon-free energy supply, making a meaningful impact on their scope 1 and 2 emissions.



Solar Power World's Top Solar Contractors

Ameresco was recognized by Solar Power World as a 2025 Top Solar Contractor, a prestigious list that ranks the leading companies in the U.S. solar and BESS industry. Ranks are determined by amount installed across markets in the year prior. Ameresco's rank in both the Top Solar Developers and Top Solar + Storage Installers lists underscores Ameresco's commitment to advancing solar technology, development, and installation, and its role in driving the adoption of renewable energy.



Modernizing Infrastructure for Resilient, Carbon-Free Energy

We must prioritize solutions that tackle energy resilience, stability, and security in our strategies. Heightened threats to the physical environment, including extreme weather events, underscore the importance of implementing strategies to strengthen resiliency and reliability. Whether energy storage, firm renewables, or clean energy microgrids, the potential impact for bolstering energy security with these solutions is undeniable.

Advanced power infrastructure and connectivity technologies enable effective management of energy resources, ensuring a continuous and dependable power supply that is essential for many customers. A diversified energy supply with integration of distributed resources can meaningfully contribute to a more secure and sustainable clean energy future.

Innovative solutions can provide a pathway to integrate renewable energy into the built environment, directly reducing the reliance on fossil fuels. These solutions also enhance energy resilience, through stable and secure energy sources. In light of rapidly aging infrastructure, increasing market volatility, and demand for local energy supply, access to reliable and renewable energy is essential for mission-critical customer facilities.

Technology pairings such as solar and BESS can enable communities to generate, store, and use energy locally when the grid is offline. With increasing levels of renewable energy on power grids, improving flexibility will be a key part of the solution to ensure impactful integration.



Environment+Energy (E+E) Leader Award

Ameresco's London Stadium solar PV solution was recognized as a Top Energy Innovation Project of the Year. Developed during a competitive RFP process to install solar on the stadium's membrane roof, this project addresses unique challenges as the use of conventional framed solar panels would limit energy generation due to weight restrictions, high wind loading and complex shading patterns. The project is a landmark achievement in renewable energy integration, installing a state-of-the-art 6,500 square-meter lightweight flexible photovoltaic solution atop the stadium's roof, complemented by SolarEdge optimizers and inverters. This installation is designed to generate 0.85 million kWh of clean energy annually, contributing significantly to the venue's net-zero carbon emissions targets and reducing long-term energy costs. The E+E Leader Awards is an annual program recognizing excellence in products and services that provide companies with energy and environmental benefits, or in projects implemented by companies that improved environmental or energy management outcomes and increased the bottom line.



Customers Making an Impact

Ameresco is committed to supporting customers at every stage of their climate action and resilience initiatives, while continuously adapting to evolving market trends and emerging innovations. Pressures and drivers vary between markets – such as:

- The federal government with desire for local, reliable resources to address resilience and ensure mission continuity
- Utilities pushing to bolster aging grid infrastructure amid rapidly accelerating demand and increasing strain from extreme weather
- Public sector entities laying the groundwork through energy conservation measures and deferred maintenance upgrades
- Education institutions shaping the next generation while providing comfortable and healthy learning environments
- Healthcare organizations striving to deliver top-notch patient care with the pressing need for 24/7/365 energy uptime
- Data centers looking for scalable power solutions that are both firm and sustainable
- Corporations navigating the ever-changing climate risk and compliance landscape while making progress towards commitments

We partner with customers across a variety of sectors, helping them implement innovative, cost-effective solutions for impact. Ameresco's customers and projects in energy efficiency, distributed resources, and renewable energy have earned recognition from analysts, industry groups, and environmental organizations. Our commitment to promoting sustainability and resilience is at the heart of our Company and people. This section presents highlights of customer stories and their environmental and community impact.





City of Brockton

Massachusetts, U.S.

The City of Brockton is advancing the modernization of its historic civic and school facilities while promoting long-term sustainability through its continued partnership with Ameresco. Through Energy Savings Performance Contracts (ESPCs), the City has upgraded municipal buildings and Brockton Public Schools with advanced lighting, HVAC, energy management, and water conservation measures to maximize energy savings, secure utility incentives, and deliver projects on time and within budget. At City Hall, constructed in 1892, a \$7 million ESPC is improving lighting, HVAC, ventilation, and controls, while a \$3 million ESPC at the War Memorial Building, dedicated in 1930, includes a new HVAC system, roof replacement, restored historic windows and trim, and energy-efficient storm windows. Together, these investments enhance comfort, resilience, and efficiency while honoring Brockton's architectural legacy and reinforcing a narrative of progress and fiscal responsibility.



City of Pendleton

Oregon, U.S.

To advance its sustainability and energy resilience goals, the City of Pendleton partnered with Ameresco to install an innovative solar canopy system at its Wastewater Treatment and Resource Recovery Facility (WWTRRF). Delivered through an ESPC, the project is funded through a combination of state grants, federal and utility incentives, and city resources. The 240 kW solar canopy, the first of its kind in the region, is designed to generate approximately 325,000 kWh of clean electricity annually, offsetting roughly 30% of the facility's energy use and reducing reliance on non-renewable energy sources. The project is part of a broader initiative to implement renewable energy and efficiency upgrades at the WWTRRF, lowering carbon emissions and operational costs.





Juneau Hydropower Project

Alaska, U.S.

Ameresco partnered with Juneau Hydropower, Inc. to develop, construct, and operate the Sweetheart Lake Hydroelectric Facility, strengthening energy resilience and renewable baseload generation for Alaska's capital region. Located 33 miles south of downtown Juneau, the 19.8 megawatt (MW) project is designed to generate an average of 116,000 megawatt hours (MWh) of clean electricity annually, increasing local baseload hydropower capacity by approximately 20% while connecting remote communities previously reliant on diesel generation to renewable energy. The project includes new high voltage transmission infrastructure, BESS, and undersea cabling to enhance grid reliability in an area prone to extreme weather events. Expected to offset more than 82,000 metric tons of CO₂ emissions annually, the Sweetheart Lake facility demonstrates how large-scale renewable infrastructure can deliver long term environmental, economic, and energy security benefits for remote and underserved communities.



Klickitat Valley Health

Washington, U.S.

Providing health care services to the community for more than 70 years, Klickitat Valley Health (KVH) partnered with Ameresco on two clean energy projects designed to reduce utility costs, improve efficiency and strengthen sustainability at the community hospital. The projects include a 45-ton ground source heat pump system and 375 kWh of solar carports at the community hospital. Both projects are funded through the Washington State Department of Commerce's Clean Energy Community Grants, supported by the state's Climate Commitment Act. The ground source heat pump project will rely on 20 bore holes drilled 400 feet deep, using the earth's stable temperature to help heat and cool hospital buildings. Together, the ground source heat pump system and solar carport project are expected to deliver approximately \$90,000 in annual energy cost savings, reinforcing KVH's commitment to operational efficiency and long-term sustainability.





Massachusetts Department of Transportation

Massachusetts, U.S.

Massachusetts Department of Transportation (MassDOT) partnered with Ameresco to install solar canopies at Park and Ride locations in Harwich and New Bedford. The initiative is a collaboration between the MassDOT and the Department of Energy Resources' Leading by Example Program. The solar systems will generate renewable electricity that offsets facility energy use and aligns with the Commonwealth's Clean Energy and Climate Plan. The Harwich and New Bedford canopies -- 318 kW and 580 kW respectively -- are expected to generate a combined total of over 1,702 MWh in its first year of operation – equivalent to the yearly electricity use of 149 homes – and MassDOT is expected to save more than \$750,000 over the life of the system between the two sites.



North Ayrshire Council

Scotland, U.K.

North Ayrshire Council partnered with Ameresco to support its net zero ambitions through the development of two solar farms on repurposed landfill sites. The Nethermains and Shewalton projects transform previously underutilized land into productive renewable energy assets, advancing the Council's Sustainable North Ayrshire Strategy to achieve net zero carbon emissions by 2030. With a combined capacity of approximately 12.9 MW, the solar farms are expected to generate more than 13,000 MWh of clean electricity annually, enough to power over 2,000 homes, while reducing regional CO₂ emissions by thousands of tonnes each year. In addition to environmental benefits, the projects create long term value for the local community by generating revenue that can be reinvested in public services, demonstrating how the innovative reuse of legacy infrastructure can deliver lasting economic and sustainability outcomes.





Nucor Corporation

Arizona, U.S.

North America's largest steel manufacturer, Nucor Corporation, selected Ameresco to deliver a 50 MW / 200 MWh BESS, now fully operational and supporting expanded production at the site. The system – the largest behind the meter project in Arizona and the fourth largest in the U.S. – enables Nucor to increase annual production capacity to 600,000 tons, strengthening reliability and long-term operational performance. The project includes 58 Tesla Megapack 2XL units operating under a 20-year Storage Services Agreement. Ameresco is also delivering a 25 MW AC solar asset, scheduled to enter operation in 2026, further advancing Nucor's energy transition and site expansion goals. Together, these assets stabilize electric load from Nucor's new arc furnace, reduce grid strain, support utility load management, and increase the effective use of renewable energy.



Orange Unified School District

California, U.S.

Investing in clean energy to support educational outcomes, Orange Unified School District partnered with Ameresco to advance sustainability and long-term cost savings through the development of on-site solar PV systems across seven school campuses. The rooftop and carport solar installations support the district's efforts to reduce energy costs and increase reliance on clean, on-site renewable energy while enhancing energy resilience across elementary, middle, and high school facilities. Delivered through a long-term power purchase agreement, the project is projected to generate \$6.3 million in energy cost savings over 25 years, providing budget certainty through fixed energy pricing. By investing in renewable infrastructure, the district is reducing exposure to energy price volatility while reinforcing its commitment to sustainability, operational efficiency, and reinvestment in educational outcomes.





The Resilience Authority of Annapolis and Anne Arundel County

Maryland, U.S.

The Resilience Authority of Annapolis and Anne Arundel County collaborated with Ameresco to advance the County's transition to an electrified public fleet through the deployment of electric vehicle charging infrastructure across ten county-owned facilities. Ameresco conducted a comprehensive analysis of fleet operations, fueling data, and vehicle procurement plans to develop right sized, managed charging solutions. The project is designed to optimize electrical capacity, strengthen operational resilience, and support scalable fleet growth. Once fully electrified, the managed charging strategy is projected to deliver approximately \$350,000 in annual utility savings while reducing required electrical capacity by approximately 2.5 MW. The phased deployment approach balances near-term operational needs with long-term flexibility, supporting emissions reduction and efficient public sector infrastructure investment.



U.S. Army Detroit Arsenal

Michigan, U.S.

The U.S. Army's Detroit Arsenal chose Ameresco to pilot an innovative 3D printing approach to improve building efficiency and sustainability at a critical military facility in Warren, Michigan. Delivered as part of the Department of Defense's Environmental Security Technology Certification Program, the project uses advanced 3D fabrication to design and install a custom, energy efficient building envelope over cladding system, supporting the Army's broader sustainability and resilience goals. The project covers approximately 6,250 square feet of the facility's exterior and is expected to improve energy efficiency by 50%, reducing energy use and GHG emissions while demonstrating a scalable model for future federal and military building retrofits. By combining digital design, additive manufacturing, and performance validation in collaboration with industry and research partners, the initiative highlights how emerging technologies can modernize aging infrastructure and strengthen long term energy resilience.





U.S. Naval Research Laboratory

Washington DC, U.S.

Designed to strengthen utility resilience and improve operational efficiency, Ameresco's \$197 million ESPC with the U.S. Naval Research Laboratory (NRL) will modernize critical energy and water infrastructure across its Washington, D.C. campus and Chesapeake Bay Detachment. Executed through the U.S. Army Engineering Support Center, the project will upgrade water systems, boiler and chiller plants, site wide LED lighting, and the deployment of a SCADA system for real time infrastructure management. Over a 21-year performance period, the project is expected to generate more than \$362 million in cost savings, including approximately \$12.5 million annually, while addressing aging infrastructure and ensuring NRL's mission-critical operations remain uninterrupted.



University of Illinois, Chicago

Illinois, U.S.

With a strong reputation and legacy as a leader in sustainability, the University of Illinois Chicago partnered with Ameresco on a comprehensive energy conservation initiative spanning two critical academic facilities. The \$30 million project will modernize HVAC systems in University Hall and the Behavioral Sciences Building, the university's largest classroom building, through the installation of 24 high efficiency air handling units and advanced heating and cooling controls. These upgrades are expected to deliver approximately \$1 million in annual energy and operational savings while enhancing comfort and reliability for students and faculty. The project is designed to reduce GHG footprint by more than 2,100 metric tons of CO₂ per year, equivalent to carbon sequestration achieved by approximately 2,100 acres of U.S. forests in one year.



Evaluating Our Own Environmental Impact

Ameresco maintains a long-term commitment to reducing emissions across its operations and advancing decarbonization in line with science-based principles. As climate disclosure standards and net zero methodologies continue to mature, the Company has aligned our long-term operational scope 1 and scope 2 net zero ambition with a 2050 horizon and elected not to pursue formal SBTi certification by 2025. Our strategy continues to be informed by science-based pathways and focused on delivering emissions reductions over time.

Since initiating carbon reporting, Ameresco has focused on strengthening internal processes, governance, and data management to support credible disclosures and third-party assurance readiness. Our Ambassadors of Impact program includes internal subject matter experts with expertise in decarbonization and net zero planning, who have significant experience helping our own customers prepare for reporting and disclosures.

Empowering our Customers with Ameresco's Renewable Energy Asset Portfolio

Supporting our customers' net zero goals and meaningful climate action requires bold and collaborative solutions. In addition to customer-owned projects, Ameresco delivers low-carbon solutions through our Company-owned energy asset portfolio. As of December 31, 2025, Ameresco owns and operates 838 MWe of energy assets spanning solar, wind, BESS, biogas-to-electricity, and RNG plants. Our distributed energy assets provide customers with reliable, affordable clean energy without the risk and expense of ownership and operation, and support decarbonization strategies under evolving GHG accounting frameworks.

Our owned energy asset portfolio delivers renewable energy to offtakers and enables meaningful emissions avoidance.

Many of these assets, particularly the thermal energy plants and pipelines, require gas and electricity to operate. We take into consideration our operational boundaries when it comes to measuring emissions from our energy assets. Particularly for our biogas plants, this includes appropriate upstream and downstream considerations, consistent with prevailing GHG accounting guidance. As discussed in our previous reports, operation of these assets represents the majority of our scope 1 and 2 emissions in our baseline year (2019), a trend which continued in 2025. Approximately 98% of Ameresco's carbon footprint is attributable to operating these energy assets within our defined operational boundaries.



We take pride in collaborating with our network of partners, customers, and off-takers to avoid even higher emission levels that would have been emitted from source bio-matter if unmanaged or released to the atmosphere.

As an alternative to fossil natural gas, RNG is produced by refining biogas – which is primarily biogenic methane that is a natural byproduct of the decomposition of organic material – into a renewable fuel source that can be injected into the existing natural gas pipeline networks rather than allowing methane to escape into the atmosphere. The biogas used to produce RNG is derived from a variety of sources, including solid waste landfills, digesters at water resource recovery facilities (wastewater treatment plants), livestock farms, food production facilities, and organic waste management operations.

There is a great focus on reducing methane emissions due to its outsized warming potential, which is more than 28 times as potent as CO₂, according to the U.S. Environmental Protection Agency. Capturing methane from sources where it would otherwise end up in the atmosphere is critical. The finished product can then be transported in existing pipeline infrastructure and can support customers in reducing reliance on fossil fuel natural gas consumption, subject to delivery mechanisms and applicable accounting treatment.

We work with partners who are looking to address their renewable resources. For example, as of the end of 2025, Ameresco has collaborated with Republic Services on 15 renewable energy projects, with many more facilities in various stages of development, permitting, and construction. This collaboration continues to support the development of renewable energy facilities and reduce harmful emissions. The benefits of each of the RNG plants on their landfill sites directly contribute to Republic Services' long-term sustainability goal to beneficially reuse 50% more of their biogas by 2030.

At the downstream end of biogas processing, these Ameresco-owned assets support customers' Scope 1 and Scope 2 decarbonization efforts by enabling lower-carbon energy supply options, consistent with evolving GHG accounting guidance and science-based target requirements. On an energy-equivalent basis, each therm of RNG supplied has the potential to displace a corresponding quantity of fossil natural gas, subject to contractual structure, physical delivery, and applicable market-based accounting approaches.



Lee County RNG Facility, Illinois, U.S.

Marking the 15th renewable energy facility completed in partnership with Republic Services, Ameresco launched an RNG facility at the Lee County Landfill. The 11.7 MWe facility, wholly owned by Ameresco, is designed to process 4,500 standard cubic feet per minute of landfill gas into nearly 1.2 million dekatherms of renewable energy annually.

By converting gas that was previously flared, the project delivers a local source of baseload renewable supply that enhances grid resilience while displacing fossil fuels. The facility is expected to reduce CO₂ emissions by more than 61,000 metric tons per year, equivalent to eliminating emissions from approximately 1.5 million barrels of oil. The project supports Illinois' clean energy goals and advances Republic Services' commitment to beneficially reuse more than 50% of biogas across its operations by 2030.



In addition to our RNG energy assets, Ameresco's biogas-to-electricity assets capture landfill and sewer gas that would have otherwise been flared and convert it into green electricity using efficient combined heat and power systems.

In total, Ameresco estimates that its owned energy assets enabled approximately 625,000 metric tons of CO₂e in avoided emissions for customers in 2025, based on methane capture and energy substitution potential. This represents approximately 174% of Ameresco's operational Scope 1 and Scope 2 emissions in 2025. These impacts reflect estimated emissions avoidance rather than credited reductions under corporate GHG inventories.

Developing strategies to mitigate and offset the emissions from our owned energy asset portfolio will be central to our net zero journey, particularly as we expect our owned energy asset portfolio to continue to grow and provide meaningful carbon avoidance for our customers as beneficial off-takers of the renewable energy.



Our Carbon Footprint

Ameresco is progressively improving the management and reporting of carbon emissions as it prepares for increased levels of disclosure in alignment with global reporting standards. As introduced in previous reports, our scope 1 and scope 2 emissions calculations are structured to only include sites where we are directly paying the bills, with assets outside of our operational boundary allocated to scope 3.

Ameresco's 2025 estimated scope 1 and 2 emissions were 360,104 metric tons of CO₂e across our global operations. Since we started reporting, the Company's U.S. operations account for close to 100% of our carbon footprint (scope 1 and scope 2 emissions), the vast majority of which (approximately 98%) can be attributed to our owned energy assets including biogas-to-electricity, biogas distribution, and RNG facilities.

We intend to continue to improve our emissions reporting methodology to accurately capture our complex operational characteristics, with consideration to carbon intensity vs. absolute metrics for net zero planning as our business and energy asset portfolio continues to grow.

Ameresco maintains a long-term commitment to reducing emissions across its operations and advancing decarbonization in line with science-based principles. As climate disclosure standards and net zero methodologies continue to mature, the Company has aligned our long-term operational scope 1 and scope 2 net zero ambition with a 2050 horizon and elected not to pursue formal SBTi certification by 2025. Our strategy continues to be informed by science-based pathways and focused on delivering emissions reductions over time.

Global GHG Emissions (Metric Tons CO₂e)

Scope	2025	2024	2023	2022	2021
Scope 1	300,280	283,701	321,111	322,410	300,693
Scope 2	59,824	50,615	39,180	33,397	30,273
Total Scope 1 + 2	360,104	334,316	360,291	355,807	330,966
Scope 3 Limited ¹	5,920	4,824	4,532	3,725	6,487

¹ Includes employee commuting and business travel. Not included in subsequent tables.



Scope 1 and 2 by Location (Metric Tons CO₂e)

Location		2025	2024	2023	2022	2021
United States	Scope 1	300,225	283,701	321,111	322,410	300,693
	Scope 2	59,709	50,614	39,179	33,396	30,268
Canada	Scope 1	55	0	0	0	0
	Scope 2	26	0	0	0	0
Europe	Scope 1	0	0	0	0	0
	Scope 2	88	1	1	1	5
Total	Scope 1	300,280	283,701	321,111	322,410	300,693
	Scope 2	59,824	50,615	39,180	33,397	30,273

Scope 1 and 2 by Asset Class (Metric Tons CO₂e)

Asset Class	2025	2024	2023	2022	2021
Energy Assets	352,227	328,436	355,442	351,097	328,854
Buildings	4,994	3,629	3,304	2,920	1,317
Fleet	2,884	2,251	1,545	1,789	795
Total Scope 1 & 2	360,104	334,316	360,291	355,806	330,966

Carbon Intensity – Scope 1 & 2 (Metric Tons CO₂e per Million Dollars of Revenue and per Full-Time Employee)

	2025	2024	2023	2022	2021
Scope 1 & 2 MT CO ₂ e / Revenue	186	189	262	195	272
Scope 1 & 2 MT CO ₂ e / FTE	225	222	240	261	259



Navigating the Evolving Compliance Landscape

In 2025, environmental reporting continued to expand, with growing expectations for organizations not only to disclose operational emissions, but also to provide clearer insight into enterprise-wide impacts, risk exposure, and mitigation strategies. Evolving frameworks increasingly prompt transparency around value-chain emissions, governance practices, climate and enterprise risk management, and clearer articulation of materiality and the intersection between environmental and financial performance.

With operations across multiple geographies and jurisdictions, Ameresco closely tracks the dynamic reporting environment to fulfill our own obligations and to support customers navigating compliance. 2025 underscored ongoing uncertainty in the pace and progression of regulations. We respond by staying ahead of emerging sustainability and transparency expectations, strengthening our internal coordination and data discipline, and helping our customers see the value and feasibility of taking the same proactive approach.

Our reporting is guided by established frameworks such as the Greenhouse Gas Protocol, as well as standards and directives from TCFD and IFRS in pursuit of reporting with the highest integrity. In the U.S. market, we have embraced climate-forward regulatory changes through the state of California's Senate Bill 253 and Senate Bill 261 mandates. SB 261 increases expectations around the assessment and integration of climate-related financial risks, and Ameresco's 2025 Financial Risk Report for this initial cycle can be found at www.ameresco.com/impact. We expect that completing with reporting requirements under SB 253 will further refine our understanding of carbon contributions across operations and projects, complementing disclosures in our annual Impact Report.

Globally, compliance structures aligned with ISSB under IFRS are manifesting into various regulations across jurisdictions where we operate. In the UK, requirements such as SECR continue to shape disclosures that accompany annual financial reporting, and in Canada, we continue to monitor ISSB-inspired developments, including the newly introduced voluntary CSDS. Across Italy, Greece, and Ireland, we are tracking requirements and preparing for compliance with the European Union's CSRD, which emphasizes double materiality across both financial and impact considerations. In parallel, voluntary frameworks such as GRI and CDP remain valuable reference points for shaping disclosures and advising customers on the broader reporting landscape.

Our reporting practices document performance, convey our values, and foster resilience-minded discussion and planning, all while reinforcing our commitment to environmental transparency. By treating disclosure as an opportunity to learn, reflect, and strategize, we strengthen our ability to adapt to change and support climate-forward outcomes for our business and stakeholders.



Policy

Governance of our Business

Strong governance underpins Ameresco's sustainable growth, business resilience, and long-term success. We are committed to the highest ethical standards, and operate with transparency, accountability, and integrity across our business. Our governance policies and practices are designed to support compliance with legal and regulatory requirements while enabling disciplined decision-making and responsible risk management.

Ameresco's corporate governance is structured to facilitate the execution of complex projects with excellence, emphasizing innovative leadership, variety of perspectives, and robust business ethics. As a publicly traded organization, we rely on an experienced and engaged Board of Directors to provide effective oversight of the Company's operations and strategic direction. Our Board is composed of experienced and knowledgeable individuals who are committed to advancing sound governance practices that align with the Company's long-term objectives.

Robust risk management is central to our governance approach, helping us identify, evaluate, and address possible risks to our business activities. This includes a strong focus on cybersecurity and data protection, as well as clear policies governing ethics and compliance, whistleblower protections, equal opportunity, responsible labor practices, executive compensation, and customer privacy.

Ameresco's governance extends to responsible public policy engagement, guided by transparent, ethical advocacy and clear policies on lobbying, political contributions, and industry engagement. These practices support long-term value creation and reinforce trust across the communities and markets we serve.



Board of Directors

Our Board of Directors have each demonstrated a passionate commitment of service to Ameresco, as well as the ability to exercise sound judgment and strong business acumen. We are confident in their reputation for integrity, honesty, and adherence to high ethical standards.

Currently, our eight-person Board consists of 75% independent directors. More information about each of our directors can be found at ir.ameresco.com. The collective backgrounds and qualifications of the directors should provide a composite mix of experience, knowledge and abilities that will allow it to fulfill its responsibilities. We refreshed our Board with director appointments in July 2021 and April 2023, and remain committed to ensuring our Board represents a variety of skills and backgrounds relevant to our business and our Company's growth.

Our Chief Executive Officer, Mr. George P. Sakellaris serves as both our chairman of the Board and chief executive officer. In light of the dual role played by Mr. Sakellaris in our corporate governance structure, we also established a position of lead independent director. Mr. Sutton, who is an independent director, is our lead independent director.

One of the key functions of our Board is informed oversight of Company performance, strategy, capital allocation, succession, and our risk management process. Our Board also analyzes the three-year strategic plan and reviews progress towards stated goals with the Executive Management Team on a quarterly basis. Our Board as a whole, oversees Company risk management, and its standing committees address risks inherent in their respective areas of oversight. We provide regular updates to our Board to ensure they have a clear understanding of People, Planet, and Policy matters, including regulatory requirements and their potential impacts.

Ameresco, Inc. Board of Directors

George Sakellaris

Chairman and CEO, Ameresco

David Corrsin

Executive Vice President, General Counsel, Secretary, Ameresco

Claire Hughes Johnson

Corporate Officer and Advisor, Stripe

Jennifer L. Miller

*Chief Business Sustainability Officer (Retired), Sappi North America;
Chair of Nominating and Corporate Governance Committee*

Charles R. Patton

*Executive Vice President, External Affairs (Retired),
American Electric Power Company, Inc.*

Nickolas Stavropoulos

*President and Chief Operating Officer (Retired),
Pacific Gas and Electric Company; Chair of Audit Committee*

Joseph W. Sutton

*Chief Executive Officer, Sutton Ventures Group;
Chair of Compensation Committee*

Frank V. Wisneski

Partner (Retired), Wellington Management Company



Board Committees

The quarterly meeting cadence of our Board and committees supports regular senior management engagement, regular business, governance, regulatory updates, and oversight of our enterprise risks and other key initiatives, including climate-related risks and cybersecurity. A summary of the oversight responsibilities of our Board and committees is included in the chart below. Our Board is guided by our Code of Business Conduct and Ethics ("Code"), as well as our Corporate Governance Guidelines. These documents, as well as other Corporate Governance documents, may be found at ir.ameresco.com.

<p>Board</p> <ul style="list-style-type: none"> • Our Board is responsible for monitoring and assessing strategic risk exposure and overall enterprise risk exposure. • Our Board reviews management updates quarterly and holds a strategic session with management annually. These updates and sessions also cover topics such as capital allocation, succession planning, cybersecurity, climate action, and compliance matters. • The Chair of each of our Board Committees provides a report to the full Board of matters covered at the Committee level. 		
<p>Audit Committee</p> <ul style="list-style-type: none"> • Oversees risks related to financial reporting and internal controls. • Oversees cybersecurity risk, including periodic updates. 	<p>Compensation Committee</p> <ul style="list-style-type: none"> • Oversees Company risks and policies related to compensation, recruiting, and retention of our executive officers. • Oversees risks related to our broader Company compensation philosophy and succession. • Receives updates and oversees risks related to the regulatory environment for compensation. 	<p>Nominating & Corporate Governance Committee</p> <ul style="list-style-type: none"> • Evaluates and makes recommendations regarding the organization and governance of the Board and its committees. • Oversees the evaluation process for the Board and its committees. • Oversees corporate governance policies and procedures. • Reviews succession plans for Board and executive leadership. • Receives regular updates on People, Planet, and Policy matters.



Executive Management

Ameresco's Executive Management Team is led by our Chief Executive Officer and Chairman of the Board of Directors, George Sakellaris. Comprised of senior leaders with decades of combined experience in implementing smart energy efficiency solutions, upgrading aging infrastructure, and developing, constructing, and operating distributed energy resources. Our leadership team is skilled in project development, contracting, procurement, construction, risk management, operations and beyond. The executive leaders oversee the day-to-day operations of the Company and meets monthly to focus on Ameresco's strategic initiatives.

Ameresco's Executive Management Team



George Sakellaris
*Chief Executive Officer and
Chairman of the Board*



Nicole Bulgarino
Co-President



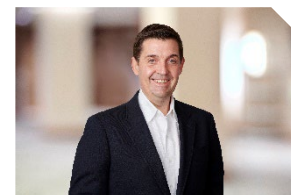
Louis Maltezos
Co-President



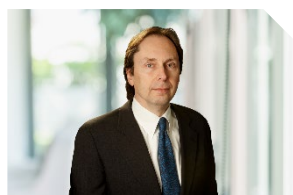
Michael Bakas
*President of
Renewable Fuels*



Mark Chiplock
*EVP, Chief Financial Officer,
and Chief Accounting Officer*



Peter Christakis
Chief Operating Officer



David Corrsin
*EVP, General Counsel,
Corporate Secretary and
Director*



Joshua Baribeau
*SVP, Chief Investment
Officer*



Leila Dillon
SVP, Chief Marketing Officer



Jonathan Mancini
*EVP, Solar and Battery
Storage Asset Development*



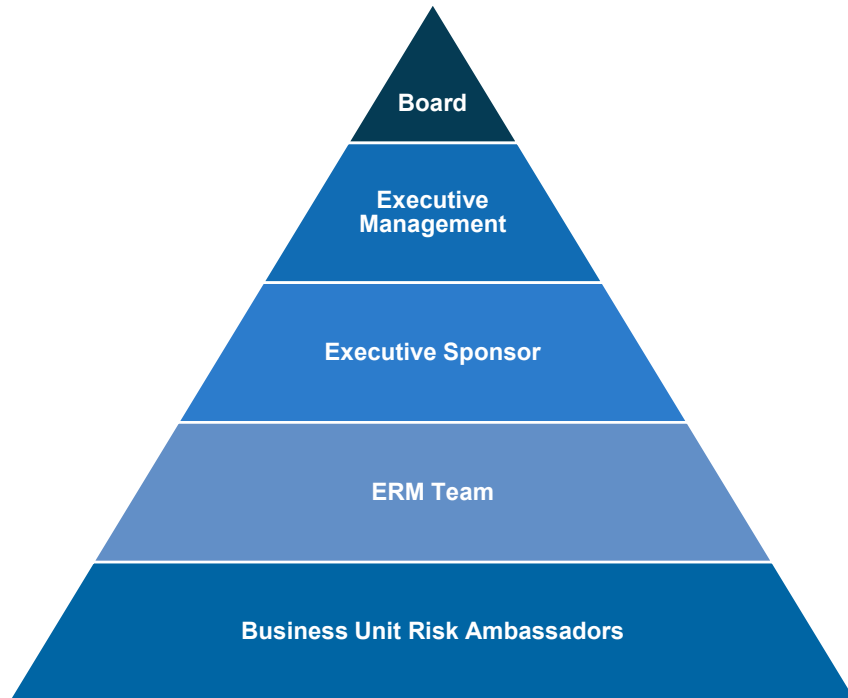
Lenka Patten
*SVP, Chief Human
Resources Officer*



Enterprise Risk Management

Ameresco has an enterprise risk management (ERM) program strategically attuned to our business, emphasizing scalability, sustainability, and the promotion of a governance-focused culture. We are continuing to evolve our ERM programs and, in this ongoing process, we are actively identifying, assessing, and monitoring a spectrum of risks. These include among other things, risks associated with strategy, finance, reputation, climate and environment, human capital, cybersecurity, emerging trends, health and safety, crisis management, operations, compliance, and regulation. Through monitoring and assessment, our organization adopts a proactive stance, enabling the anticipation and mitigation of potential threats to our strategic objectives and business operations.

Ameresco's ERM is structured as follows:



Ethics & Compliance

We have a strong commitment to conducting Ameresco in accordance with high standards of integrity and in compliance with applicable laws and regulations. As a condition of employment, each of our employees is required to adhere to our Code, which provides guidelines on a broad spectrum of areas including gifts and gratuities, concerns regarding accounting or auditing matters, and conflicts of interest. In addition, our employees undergo annual training to support their understanding of our Code. Ameresco's Code can be found at ir.ameresco.com.

The Foreign Corrupt Practices Act (FCPA) prohibits giving anything of value to a foreign official, which includes party officials and representatives of international organizations, for the purpose of obtaining, retaining or directing business to any person or Company or obtaining an improper business advantage. Facilitation of payments is also prohibited. Ameresco's Code requires that all employees, officers, and directors comply with all laws, rules, and regulations applicable to Ameresco wherever we do business. Every employee is required to review and certify annually that they understand and agree to the Code. Our contractors are also required to adhere to our Code.

As a federal contractor, we are required to maintain updated representations and certifications in FAR 52.212-3, Offeror Representations and Certifications—Commercial Items. As such, we are:

- subject to the Procurement Integrity Act which prohibits improper exchanges of source selection information and contractor bid or proposal information to protect the legitimacy of Government contract competition procedures.
- prohibited from providing or attempting to provide or offering to provide any kickback; soliciting, accepting, or attempting to accept any kickback; or including, directly or indirectly, the amount of any kickback in the contract price charged by Ameresco to the Government or to any higher-tier contractor.
- strictly prohibited from giving or offering to give money or anything of value to a Government official to influence any governmental action or decision.



Whistleblower Hotline

We maintain a confidential whistleblower hotline operated by an independent third party that enables personnel to report violations of our Code anonymously. Such complaints are taken very seriously, and response is overseen by our SVP of Human Resources, the General Counsel's office and, where appropriate, our CFO.

Child Labor Policy

In addition to signing the SEIA Solar Industry Forced Labor Prevention Pledge, Ameresco does not support any initiative that endorses or utilizes child labor in any form. Further, Ameresco is committed to diligently ensuring that any entity we engage for business purposes, including our subcontractors, consultants, and vendors, share the same stance.

Executive Compensation

We release a pay ratio disclosure that includes the annual total compensation of the median employee (excluding the CEO), the annual total compensation of the CEO, the ratio of the annual total compensation of the median employee to the annual total compensation of the CEO, and the methodologies used in making these disclosures. Our most recent Proxy Statement can be found at ir.ameresco.com.

Equal Opportunity & Non-Discrimination

Ameresco is fully committed to Equal Employment Opportunity and to attracting, retaining, developing, and promoting the most qualified employees without regard to their race, gender, color, religion, sexual orientation, gender identity, national origin, age, physical or mental disability, citizenship status, veteran status, or any other characteristic protected by applicable law.

We are dedicated to providing a work environment free from discrimination and harassment, and where employees are treated with respect and dignity. Ameresco will provide reasonable accommodation to individuals with disabilities who need an accommodation to fully participate in the application process.



Cybersecurity

Information Technology & Cybersecurity Risk Management

As is the case for all large companies, we are regularly subject to cyberattacks and other cyber incidents and, therefore, cybersecurity occupies a pivotal role within our risk management process. We adhere to a risk-based, multi-layered “defense in depth” approach that is dedicated to the identification, protection, detection, response, and recovery from cyber threats and incidents.

We understand that a single technology, process, or business control cannot wholly prevent or mitigate all potential risks. Therefore, we employ a multitude of technologies, processes, and controls, each functioning independently but collectively forming a cohesive strategy aimed at minimizing risk. This strategy is evaluated through various means, such as frequent research and industry security briefings among our information technology (IT) group, internal and external audits, independent program assessments, control attestation reports, penetration testing, and other exercises that gauge its effectiveness. Threats and incidents connected with third party service providers are considered and managed under this process as well.

We engage external parties, including consultants, independent privacy assessors, computer security firms and risk management and governance experts, to enhance our cybersecurity oversight. For example, we have engaged an outside consulting firm with expertise in the field to help us assess our systems, monitor risk and implement best practices and to support the internal audit of our cyber security programs and we regularly

consult with industry groups on emerging industry trends. In addition, as part of our overall risk mitigation strategy, we maintain cyber insurance coverage.

Our cybersecurity policies, standards and procedures include cyber and data breach response plans, which are periodically assessed against the National Institute of Standards and Technology Cybersecurity Framework. We do not believe that there are currently any risks from cybersecurity threats that are reasonably likely to materially affect us or our business strategy, results of operations, or financial condition.

Cybersecurity Governance & Oversight

The audit committee of our Board provides direct oversight over cybersecurity risk, receiving periodic updates from management and providing feedback. Agendas for quarterly updates are developed and adjusted throughout the year to adapt to any emerging risks or key topics and include, a wide range of information, including the prevailing cybersecurity threat landscape, investments in infrastructure, trainings programs, and opportunities for bolstering the security of our Company's systems and the protection of our products and operations. The full Board receives regular reports from the audit committee and our management on our cybersecurity program and the emerging threat landscape.

Our IT team is responsible for leading companywide cybersecurity strategy, policy, standards, and processes and works across relevant business units. Our SVP of IT has more than thirty years of experience and, based on tenure with Ameresco, has a deep understanding of our technology and business needs and the cybersecurity opportunities and risks we face.



In actioning our cybersecurity strategy, our management together with our SVP of IT evaluate the materiality of any cybersecurity threats and incidents utilizing both qualitative and quantitative considerations. Our internal audit team also provides independent testing on aspects of the operations of our cybersecurity program and the supporting control framework.

Our cybersecurity program is designed to ensure the confidentiality, integrity, and availability of data and systems as well as to ensure timely identification of and response to any incidents. This design is geared towards supporting our business objectives and the needs of our valued customers, employees, and other stakeholders. We firmly believe that cybersecurity is a collective responsibility that extends to every employee, and we prioritize it as an ongoing objective. To increase our employees' awareness of cyber threats, we provide education and share best practices through a security awareness training program. This includes receiving regular exercises, cyber-event simulations, training programs, and an annual attestation to our Technology Acceptable Use Policy.

In 2025, our employees completed over 3,000 hours of cybersecurity training. We believe this dedication to cybersecurity training helps lower our exposure to cyber threats.

Ameresco must also meet several compliance requirements such as SOX, SOC 2 Type II, ISO 27001 and NIST Security frameworks. Our customers can review our independent security audits to gain comfort in our program's effectiveness.

Customer Privacy

Policies and practices relating to the collection, usage, and retention of customer information are critical to ensure the privacy and security of our customers. These policies and practices are referenced in different areas of our organization such as website or internally via our human resources information system / IT system.

Our policies generally cover the collection of information, transparency, and consent, how it is used, its retention duration depending on regulatory requirements or other internal business factors. We take proactive steps to ensure that privacy and security of all information is maintained at the highest levels via our policies and practices.



Public Policy Engagement

Policy Advocacy

Ameresco believes that smart, durable policy is essential to accelerating the global energy transition. As a Company that develops, owns, and operates clean energy and energy efficiency projects across the public and private sectors, we have a direct stake in the policy environment – and a responsibility to help shape it. In 2025, Ameresco engaged actively with Congress, federal agencies, state legislatures, public utility commissions, and industry coalitions to advance policies that support clean energy deployment, energy efficiency, and long-term infrastructure resilience.

2025 brought significant change to the federal policy environment. The Trump Administration moved quickly to reshape energy and climate policy, creating both uncertainty and new compliance obligations for the clean energy industry. Ameresco approached this environment proactively, advocating for policy outcomes that support continued clean energy development and project viability.

In July 2025, Congress passed H.R. 1, the One Big Beautiful Bill Act, which modified clean energy and energy storage tax incentives and introduced new requirements limiting the role of Foreign Entities of Concern (FEOCs) in clean energy supply chains. Ameresco engaged in the legislative process ahead of passage, advocating through industry associations and direct Congressional engagement to preserve critical tax incentives such as the Clean Energy Investment and Production Tax Credits (Sections 48E and 45Y), the Clean Fuels Production Tax Credit (Section 45Z), the Energy Efficient Commercial Buildings Tax Deduction (Section 179D), and more. Following enactment, our policy, legal, and project development teams have worked closely to assess FEOC rules and other regulatory guidance and to identify compliant procurement pathways that preserve project economics and timelines.

Additionally, the Administration's use of tariffs and trade policy tools in 2025 introduced new cost and supply chain pressures across the clean energy industry. Ameresco has closely monitored these trade policy developments and worked to provide project teams with timely guidance on procurement strategy, contract structuring, and supply chain risk management to minimize disruption to project pipelines.

Beyond these legislative and regulatory developments, Ameresco remains one of the nation's leading advocates for performance contracting – including Energy Savings Performance Contracts (ESPCs) and Utility Energy Service Contracts (UESCs) – as a method to modernize public facilities, reduce deferred maintenance, and deliver guaranteed energy savings. In 2025, we continued to engage with Congress and the U.S. Department of Energy to promote robust funding and administrative support for these programs, educating policymakers on the value of mobilizing private capital to deliver infrastructure improvements at no upfront cost to taxpayers.



At the state and local level, Ameresco's policy team was active across the country, engaging in legislative advocacy, regulatory proceedings, and stakeholder coalitions across several priority areas. Ameresco pursued these efforts both directly and through national and regional industry associations.

- On distributed generation and renewable energy access, we advocated for policies expanding access to distributed solar, BESS, and community-scale clean energy programs.
- On building energy efficiency, we supported state and local efforts to expand retrofit financing mechanisms and strengthen energy benchmarking requirements.
- On public sector procurement, we worked with state energy offices and legislative partners to protect and expand performance contracting authority and clean energy procurement options for government customers.

Ameresco remains committed to constructive engagement across all levels of government. We will continue to monitor regulatory implementation of H.R. 1, advocate for trade and procurement policies that support project viability, and advance state and federal policies that accelerate clean energy deployment, energy efficiency improvements, and infrastructure modernization.



Industry Organization Engagement

Our public policy engagement is often conducted in partnership with industry groups and trade associations. With active engagement in these organizations, Ameresco is poised to help shape industry priorities and to advance climate action and resilience. A sampling of Ameresco's national and regional trade association memberships is included on the following page. Several of these organizations also included Ameresco team members in a leadership capacity in 2025, such as:



Alliance for Climate Transition: Michael Bakas, President of Renewable Fuels, serving on the Board of Directors for the Alliance for Climate Transition – a non-profit trade organization dedicated exclusively to building and maintaining the climate economy by helping companies, non-profits, and municipalities grow and scale their business and sustainable operations.



Renewable Natural Gas (RNG) Coalition: Jeff Stander, Vice President - Sustainable Energy Asset Development, serving as the Vice Chair of the Sustainability Advisory Board of the RNG Coalition – a national organization that advocates for the sustainable development, deployment, and utilization of RNG as a domestic, renewable, clean fuel, and energy source in North America.



National Association of Energy Service Companies (NAESCO): Ron Haxton, Senior Vice President - Business Development, serving on the Board of Directors of NAESCO, the national trade association that represents Energy Service Companies (ESCOs) and associated companies.



South-central Partnership for Energy Efficiency as a Resource (SPEER): Cassidy Ellis, Senior Manager, Policy & Strategy, serving on the Board of Directors of SPEER, a regional organization advancing energy efficiency policy and adoption in Texas and Oklahoma.





Public Policy Ethics

Ethics and integrity are the foundation of Ameresco's public policy work. We hold ourselves to high standards of conduct in all advocacy activities, and we ensure that employees involved in government affairs and lobbying activities receive regular training on applicable laws, ethical obligations, and Ameresco's Code of Conduct. This includes annual certification under our Company Code, reinforcing our commitment to responsible and transparent engagement with policymakers at every level of government.

In keeping with our commitment to transparency, Ameresco's federal lobbying expenditures are publicly disclosed in quarterly reports filed with the Clerk of the U.S. House of Representatives and the Secretary of the U.S. Senate pursuant to the Lobbying Disclosure Act of 1995.

Political Contributions

Ameresco does not maintain a corporate Political Action Committee and does not routinely make political expenditures in support of or in opposition to candidates, ballot measures, or related political activities. Where the Company does engage in any such activity, it does so in full compliance with applicable law and with appropriate public disclosure in accordance with relevant federal and state requirements.



Indices



SASB Index

SASB Engineering and Construction

SASB Code	Description	2025 Response or Reference
IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards, and regulations	8 (related to Ameresco owned landfill gas to energy plants)
IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Ameresco manages environmental & operational risk associated with project design, siting, and construction through an Integrated Safety Management approach that defines the scope of work, analyzes hazards, develops and implements controls, executes work safely, and incorporates feedback for continuous improvement. This framework is supported by a master safety plan that serves as the basis for site-specific plans across worksites, required employee and subcontractor orientation and task-related training before work begins, and project-level support that includes safety plans, hazard analyses, field safety oversight, inspections and audits, and accident and incident investigation support. In addition, Ameresco's procurement practices require suppliers, subcontractors, and service providers to adhere to the Company's environmental, health, and safety standards, reinforcing risk management throughout the supply chain.
IF-EN-250a.1	Amount of defect- and safety-related rework costs	This data is not available
IF-EN-250a.2	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	This data is not available
IF-EN-320a.1	Total recordable incident rate (TRIR)	0.3
IF-EN-320a.1	Fatality rate for Direct Employees	0
IF-EN-320a.1	Fatality rate for Contract Employees	0
IF-EN-410a.1	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	This data is not available



IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Our smart energy solutions projects are primarily energy efficiency projects, which entail the design, engineering, and installation of an ever-increasing array of innovative technologies and techniques designed to improve the energy efficiency and control the operation, of a building's energy- and water-consuming systems. In certain projects, we design and construct a central plant or cogeneration system providing power, heat and/or cooling to a building, or a small-scale plant that produces electricity, gas, heat or cooling from renewable sources of energy for a customer, as well as BESS.
IF-EN-410b.1	Amount of backlog for (1) hydrocarbon-related projects	\$—
IF-EN-410b.1	Amount of backlog for (2) renewable energy projects	\$2.47B
IF-EN-410b.2	Amount of backlog cancellations associated with hydrocarbon-related projects	\$—
IF-EN-410b.3	Amount of backlog for non-energy projects associated with climate change mitigation	\$—
IF-EN-510a.1	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	None
IF-EN-510a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	0
IF-EN-510a.3	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	See Ethics & Compliance
Activity Metrics		
IF-EN-000.A	Number of active projects	635
IF-EN-000.B	Number of commissioned projects	321
IF-EN-000.C	Total backlog	\$3.92B



SASB Professional and Commercial Services

SASB Code	Description	2025 Response or Reference
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	See Cybersecurity
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	See Customer Privacy
SV-PS-230a.3	Number of data breaches	—
SV-PS-230a.3	Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII)	—%
SV-PS-230a.3	Number of customers and individuals affected	None
SV-PS-330a.1	Percentage of gender group representation for (1) executive management and (2) all other employees	Not disclosing
SV-PS-330a.1	Percentage of racial/ethnic group representation for (1) executive management and (2) all other employees	Not disclosing
SV-PS-330a.2	Voluntary employee turnover rate	0.1
SV-PS-330a.2	Involuntary employee turnover rate	0.05
SV-PS-330a.3	Employee engagement as a percentage	See Culture and Engagement
SV-PS-510a.1	Description of approach to ensuring professional integrity	Ameresco's Code sets forth legal and ethical standards of conduct for directors, officers, and employees of Ameresco. This Code is intended to deter wrongdoing and to promote the conduct of all company business in accordance with high standards of integrity and in compliance with all applicable laws and regulations. This Code applies to Ameresco, all of its subsidiaries, and other business entities we control worldwide.
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	0
Activity Metrics		
SV-PS-000.A	Number of full-time employees	1,577
	Number of part-time employees	20
	Number of contract employees	75
SV-PS-000.B	Employees worked in hours	2,777,081
	Employees worked- % billable	This metric does not apply to our operating model as most of our employees do not work billable hours.



GRI Content Index

Statement of use Ameresco, Inc. has reported the information cited in this GRI content index for the period January 1, 2025 through December 31, 2025 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI Code	Description	2025 Response or Reference
GRI 2: General Disclosures		
2-1	Organizational Details	Ameresco, Inc. is a publicly traded company with corporate headquarters in Framingham, MA. See About Ameresco
2-2	Entities included in the organization's sustainability reporting	Ameresco, our subsidiaries, certain entities in which we have a controlling financial interest, which are consolidated with Ameresco as variable interest entities included in our financial reporting .
2-3	Reporting period, frequency and contact point	See above and About this Report
2-4	Restatements of information	Not applicable
2-6	Activities, value chain, and other business relationships	See About Ameresco See Ameresco, Inc. (NYSE:AMRC) Fast Facts See Impact is in our DNA See Climate Action Impact See Climate Action through our Advanced Technology Portfolio See Supply Chain
2-7	Employees	See One Ameresco: Building a Team that Empowers Our People See Culture and Engagement See Activity metrics
2-8	Workers who are not employees	See Activity metrics
2-9	Governance structure and composition	See Policy
2-10	Nomination selection of the highest governance body	See Board Committees
2-11	Chair of the highest governance body	See Board of Directors



2-12	Role of the highest governance body in overseeing the management of impacts	See Executive Management Team
2-13	Delegation of responsibility for managing impacts	See Ambassadors of Impact
2-22	Statement on sustainable development strategy	See Letter from the CEO
2-23	Policy commitments	See Supply Chain
		See Ethics & Compliance
		See Public Policy Engagement
2-24	Embedding policy commitments	See Ameresco's Corporate Governance Documents
2-26	Mechanisms for seeking advice and raising concerns	See Whistleblower Hotline
2-28	Membership associations	See Public Policy Engagement
2-29	Stakeholder engagement	Published in 2023 Impact Report (Page 17)
GRI 3: Material Topics		
3-3	Process to determine material topics	Published in 2023 Impact Report (Page 17)
3-2	List of material topics	Published in 2023 Impact Report (Page 18)
3-3	Management of material topics	See Material Topic Alignment to UN SDGs
		See Ameresco's Long-Term Impact Commitments
GRI 201-1 Direct economic value generated and distributed		
201-1	Revenue	\$1.93B
	Adjusted EBITDA	\$237.2M
	Charitable Donations - Total	\$164.0K
		See C.A.R.I.N.G. for our Communities
GRI 205 Anti-corruption		
205-1	Operations assessed for risks related to corruption:	
	Number of active projects in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	None
	Backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	\$—
205-2	Communication & training about anti-corruption policies & procedures	See Ethics & Compliance
		See Employee Training
205-3	Confirmed incidents of corruption and actions taken:	0



	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption	\$—
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	\$—
GRI 206 Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices:	
	Total amount of monetary losses as a result of legal proceedings associated with charges of (2) anti-competitive practices	\$—
GRI 305 Emissions		
305-1	Direct (scope 1) GHG emissions	See Our Carbon Footprint
305-2	Energy indirect (scope 2) GHG emissions	See Our Carbon Footprint
305-3	Other indirect (scope 3) GHG emissions	See Our Carbon Footprint
305-4	GHG emissions intensity	See Carbon Intensity
305-5	Reduction of GHG emissions	See Climate Action Impact
GRI 401 Employment		
401-1	New employee hires and employee turnover:	
	Global workforce - new hire count - U.S.	267
	Global workforce x new hire count - Canada	26
	Global workforce x new hire count - Europe	49
	Global workforce - total new hire count	342
	Employee turnover	See Employee Turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Benefits with a Purpose
401-3	Parental leave	See Benefits with a Purpose
GRI 403 Occupational Health and Safety		
403-1	Occupational health and safety management system	See Safety First
403-2	Hazard identification, risk assessment, and incident investigation	See Integrated Safety Management
403-5	Worker training on occupational health and safety	See Safety Training
403-9	Work-related injuries:	See Incidence Rates



	Number of recordable incidents/cases	5
	Total Fatal Injuries	0
	Total recordable incident rate (TRIR)	0.3
	Actual % change in Total Recordable Incident Rate from prior year	(27)%
403-10	Work-related ill health	See Incidence Rates
GRI 404 Training and Education		
404-1	Average hours of training per year per employee	15
404-2	Programs for upgrading employee skills and transition assistance programs	See Career Advancement
GRI 405 Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	See Board of Directors
		See Executive Management Team
		See Culture and Engagement
GRI 415 Public Policy		
415-1	Political contributions	See Public Policy Engagement
415-1	Lobbying expenses	\$1,576,522





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Ameresco, Inc.'s common stock is listed on the New York Stock Exchange under the symbol "AMRC."

This report should be read in conjunction with Ameresco's Annual Report for the year ended December 31, 2025, its Quarterly Reports on Form 10-Q for the quarters thereafter, and its most recent Proxy Statement for the Annual Meeting of Stockholders, all of which contain additional information about our Company. Furthermore, this report contains forward-looking statements within the meaning of federal and state securities laws. In some cases, you can identify forward-looking statements by terms such as "may," "will," "should," "expects," "plans," "anticipates," "could," "intends," "target," "projects," "contemplates," "believes," "estimates," "predicts," "potential" or "continue" or the negative of these terms or other similar expressions. All statements other than statements of historical fact contained in this report are forward-looking statements. You are cautioned not to rely on these forward-looking statements, which are based on current expectations of future events. For important information about the risks and uncertainties that could cause actual results to vary materially from the assumptions, expectations, and projections expressed in any forward-looking statements, please refer to the "Forward-Looking Statements" and "Risk Factors" sections of our Form 10-K in Ameresco's Annual Report for the year ended December 31, 2025 and its Quarterly Reports on Form 10-Q for the quarters thereafter, all of which can be found at <https://ir.ameresco.com/sec-filings>.

Nothing in this material is incorporated by reference or shall be deemed to be incorporated by reference into the documents that we have filed or will file with the U.S. Securities and Exchange Commission.

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Ameresco's team of energy & infrastructure experts can assist you in identifying the best solution to fit your needs. For more information about Ameresco and our full portfolio of solutions, please call **1-866-AMERESCO** or visit **[amesesco.com](https://www.ameresco.com)**.