



SUSTAINABILITY REPORT 2025

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This report covers the period from January 1, 2025, to December 31, 2025. All performance data and initiatives relate to this period, unless otherwise stated.



PureSky Energy is a leading community solar energy developer and operator based in North America. We are committed to reducing our environmental impact and promoting strong social and governance practices. Strong sustainability practices help us to drive the clean energy transition, reduce operating costs, manage regulatory risks, attract investors, and deliver long-term value to our stakeholders.

Our sustainability vision is to be a leader in renewable energy by expanding access to clean and affordable power, supporting local communities, and operating with integrity and transparency across all aspects of our business.



LETTER FROM THE ESG CO-CHAIRS

As Co-Chairs of PureSky Energy's ESG Committee, it is our privilege to share the progress we made over the past year in our environmental, social, and governance efforts.

The 2025 reporting year saw us build on the strong foundation established in prior years by further improving the precision and integrity of our sustainability performance data. We fully implemented the Gravity Climate platform for tracking and analyzing our emissions, enabling more accurate and granular measurement of our environmental footprint and helping us set better-informed future targets. We also strengthened and standardized our ESG data collection processes company-wide, creating a more robust framework that enhances reporting reliability and provides clearer insights into our progress toward key ESG goals.

These improvements of 2025 were not made in isolation; they were achieved through the collaborative effort and shared dedication of teams across the company. We take pride in our efforts to refine ESG management—from better data systems to inclusive engagement strategies—mirror PureSky's core values. In particular, our focus on operational excellence in sustainability goes hand-in-hand with an inclusive, customer-first approach, ensuring that the benefits of clean energy are shared widely, including with the low- to moderate-income communities we serve.

While we are proud of our progress in 2025, we understand that improving ESG performance is a continuous journey rather than a fixed destination. As we look ahead, we will continue to refine our approach, improve our transparency, and hold ourselves accountable to the ambitious targets we have set, always seeking opportunities for further improvement in both what we measure and how we deliver on our mission. We remain committed to aligning our sustainability values with our business practices and to fostering an organization-wide culture of responsibility, collaboration, and learning. This enables us to proactively manage environmental and social impacts while delivering on our promise of accessible clean energy.

We want to thank every PureSky team member, partner, and supporter for their invaluable contributions to our ESG journey. The strides we've made would not have been possible without the collective effort across all departments and the shared sense of purpose that unites our organization. With each improvement, we are not just reporting metrics—we are living our values and strengthening the positive impact we can make in the world.



Molly McCready
Co-Chair, ESG Committee
PureSky Energy



Amy Caruso
Co-Chair, ESG Committee
PureSky Energy

2025 HIGHLIGHTS

ENVIRONMENTAL

224 MW

Cumulative Solar in Commercial Operation.

Committed to Building Habitats

Designing new solar projects in Illinois with a strong commitment to enhancing local biodiversity.

215,188 MWh

Clean energy generated, an increase from 176,044 MWh in 2024.

SOCIAL

PULSE Committee

Implemented PULSE, an internal, employee-driven group that helps shape PureSky's culture.

New Customer Feedback Process

New process captures insights at key touchpoints and interactions throughout the customer journey.

Health and Wellness Benefit

Established new Health and Wellness benefit to empower employees to select and drive health initiatives.

GOVERNANCE

GRESB Submission

PureSky completed its second submission to GRESB, increasing its score from 84 to 89.

Restructured ESG Chair Position

Added a co-chair position to foster continuity with overlapping two-year tenors.

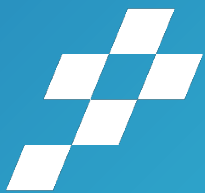
Achieved PCI Compliance

In April 2025, PureSky completed PCI compliant certification.

ABOUT PURESKY ENERGY

PureSky Energy is a Denver, Colorado-based renewable energy company that develops, owns, and operates community solar, commercial & industrial (C&I), and energy storage projects across the United States. Operating within the clean energy and distributed generation industry, PureSky Energy has built a robust portfolio totaling approximately 224 MW of generation capacity across 52 operational sites (as of the publication of this report).

Since entering the U.S. market in 2016, the company has rapidly grown and now manages an extensive pipeline of solar and battery storage projects in both established and emerging markets. PureSky Energy is committed to making clean energy accessible and affordable for local communities while advancing a more sustainable future nationwide.



GOVERNANCE

PURESKY ENERGY'S APPROACH TO SUSTAINABILITY

At PureSky Energy, sustainability shapes how we operate, grow, and make decisions. Guided by our mission to accelerate the transition to renewable energy, we focus on advancing environmental stewardship, supporting community well-being, and upholding strong governance. We are committed to ensuring that every clean energy project we deliver creates meaningful, lasting value for both people and the environment.

Following our inaugural submission in 2024, where we earned a GRESB score of 84, PureSky Energy achieved a score of 89 in 2025—an important milestone that reflects our continued commitment to the highest ESG standards and ongoing improvement in transparency, performance, and accountability. As we grow, we remain focused on further embedding sustainability considerations into our core business practices and decision-making, and strengthening our ability to deliver long-term value for our stakeholders and the communities we serve.

MATERIAL ESG TOPICS

We have identified the following environmental, social, and governance (ESG) topics as material to our business, informed by internal assessments, the GRESB framework, and engagement with key stakeholders. While these material risks remain consistent with the previous year, we are actively reviewing and refining our materiality assessment to ensure that it continues to reflect evolving priorities, industry dynamics, and stakeholder expectations as we scale.

ENVIRONMENTAL

CARBON EMISSIONS REDUCTION

Central to our business is the reduction of greenhouse gas emissions through solar energy generation.

CLIMATE RISK AND RESILIENCE

We assess and manage climate-related risks and design projects to enhance resilience in the face of changing climate conditions.

LAND USE AND BIODIVERSITY

We strive to minimize the environmental footprint of our solar installations and integrate sustainable land management practices.

RESOURCE EFFICIENCY

We work to reduce waste and water use across project development and operations.

OUR SUSTAINABILITY STRATEGY IS CENTERED ON THREE PILLARS:



Clean Energy Development

We develop and operate solar energy projects that reduce greenhouse gas emissions and increase access to affordable, renewable power.



Community Empowerment

We invest in the communities where we operate by supporting local jobs, education, and equitable energy access, including through community solar programs.



Responsible Operations

We hold ourselves accountable to high standards of transparency, ethics, and stakeholder engagement, and are committed to continuous improvement through rigorous ESG performance tracking.

SOCIAL

COMMUNITY ENGAGEMENT AND DEVELOPMENT

We prioritize meaningful engagement with host communities, customers and our employees, focusing on transparency, respect, and shared benefits.

ENERGY ACCESS AND EQUITY

Our community solar programs expand access to clean energy, particularly for low- to moderate-income households.

DIVERSITY, EQUITY, AND INCLUSION (DEI)

We are committed to fostering an inclusive workplace and advancing DEI in hiring, leadership, and community partnerships.

HEALTH AND SAFETY

The well-being of our employees, contractors, and community members is paramount; we maintain strict safety protocols across all operations.

GOVERNANCE

ETHICAL BUSINESS PRACTICES

We adhere to strong ethical standards, including anti-corruption measures, whistleblower protections, and fair business conduct.

DATA PRIVACY AND CYBERSECURITY

Protecting customer and partner data is a critical component of our governance practices.

REGULATORY COMPLIANCE

We ensure full compliance with applicable environmental, energy, and corporate regulations.

ESG REPORTING AND ACCOUNTABILITY

We track ESG performance metrics and report them transparently to our stakeholders.

LOOKING AHEAD

In the coming year, we will undertake two assessments. The first is a comprehensive materiality assessment to reevaluate our environmental, social, and governance (ESG) priorities. This process will help ensure our approach remains aligned with evolving stakeholder expectations, industry developments, and leading global frameworks, while strengthening how ESG considerations are integrated across our business.

In 2026, PureSky will also update its climate risk assessment to reflect evolving portfolio exposure, strengthen alignment with GRESB and emerging disclosure standards, and transition from high-level screening to more actionable, asset-level resilience planning. This update also ensures continuity of valid risk evidence as prior assessments reach the end of their reporting lifecycle.

At PureSky Energy, we see sustainability not just as a responsibility, but as a powerful opportunity to lead positive change through renewable energy.

SUSTAINABILITY MANAGEMENT

The ESG Committee at PureSky Energy is a dedicated internal body responsible for guiding and overseeing the company’s environmental, social, and governance efforts. In 2025, PureSky updated the structure of the committee, adding a co-chair, to strengthen business continuity through a two-term overlap, enabling knowledge transfer and mentorship. The committee is led by a Chair and Co-Chair, who are selected through an internal application process, and is composed of members, committee seats and sometimes external experts or consultants. The committee is established annually and is responsible for setting our ESG strategy and targets, developing policies, managing ESG-related risks, and engaging with stakeholders.

The committee meets as needed to review progress, address emerging issues, and track performance using key metrics and KPIs. It ensures ongoing education for members, collaborates across departments, benchmarks industry best practices, and upholds compliance with ESG regulations. Regular meetings with team leaders and stakeholders function as a feedback mechanism to contribute input, helping the committee integrate ESG principles throughout the organization’s operations and strategy.

Sustainability updates are provided to our Board and key investment partners on a quarterly basis.

ESG COMMITTEE FRAMEWORK

Executive Oversight



EVOLVING OUR PEOPLE-FIRST FOUNDATION: POLICY & WORKPLACE ENHANCEMENT

Now in 2025, PureSky Energy's third full year as an independent company, we focused on advancing the social dimension of our ESG strategy by strengthening the systems, policies, and programs that support our employees. Through updates to key workplace policies and structures, we are working to create a more flexible, inclusive, and supportive environment—one that prioritizes employee well-being, professional development, and long-term engagement as foundational to our success.

This narrowing of our focus is reflective of the foundations PureSky laid in the first two years, during which we established a framework of core operational and ethical policies.

2025 POLICY DEVELOPMENTS

HEALTH AND WELLNESS REIMBURSEMENT POLICY

PureSky Energy's health and wellness program is designed to promote overall employee well-being. In 2025, the Company clarified the process and timing for how these benefits are reimbursed.

HYBRID WORKER MANAGEMENT POLICY

Our hybrid work policy was introduced to support how our teams work best—balancing flexibility with collaboration and ensuring we can meet business needs while giving employees more choice in where and how they work. It establishes a framework that allows employees to work in a hybrid model, combining in-office and remote work based on business needs and role suitability.

PEOPLE AND COMPENSATION COMMITTEE

PureSky Energy established the People and Compensation Committee in 2025 to provide structured oversight of employee compensation, benefits, promotions, and related policies. The Committee serves as an advisory body responsible for reviewing and making recommendations that ensure the Company's "people practices" are aligned with its values, business objectives, and regulatory obligations, while promoting transparency, accountability, and equity in its employee-related decision-making.

TRAINING POLICY

PureSky Energy's training policy formulates a framework for employee development designed to support continuous learning and enhance individual and organizational performance. It outlines expectations for employees, managers, and Human Resources to identify training needs, deliver relevant programs, and ensure participation in required training. The policy aims to build job-related skills, prepare employees for career advancement, and maintain compliance with industry and regulatory requirements. Together, these efforts foster a culture of learning and ensure the workforce is equipped to meet evolving business needs.

CANADA LEAVE POLICY

PureSky Energy's Canada Leave Policy was formed to establish a standardized framework for employee leave that is aligned with applicable federal, provincial, and local regulations. The policy is designed to support employee well-being while ensuring consistent and compliant leave practices across jurisdictions. By integrating legal requirements with company standards, it promotes fairness, transparency, and responsible workforce management.

LOOKING AHEAD

As PureSky Energy continues to grow, we are committed to maintaining a dynamic and responsive policy framework that evolves alongside our business and the needs of our people. In the coming year, we will continue to identify opportunities to strengthen and refine our policies on an ongoing

basis—ensuring they remain aligned with best practices, support employee well-being, and reflect our values as an organization. Through this continuous approach, we aim to build a workplace that is adaptable, inclusive, and equipped to support long-term success for both our employees and the communities we serve.



Research Group
Elmbrook Solar Farm
New York

RISK IDENTIFICATION, ASSESSMENT, AND MANAGEMENT

At PureSky Energy, effective risk management remains foundational to our long-term resilience and our commitment to sustainability. In 2025, we continued to strengthen our structured approach to identifying, assessing, and managing risks across our operations, with a particular focus on environmental, social, and governance (ESG) factors. Our process continues to be guided by recognized industry frameworks, including the Global Real Estate Sustainability Benchmark (GRESB) and the Sustainable Financial Disclosure Regulation (SFDR), ensuring alignment with evolving best practices and increasing expectations around transparency and accountability.

MATERIALITY FRAMEWORK

PureSky employs a materiality assessment to prioritize ESG topics that are most relevant to our business model, stakeholders, and the renewable energy sector. These risks may include reputational damage, regulatory changes, operational disruptions, community opposition, or workforce instability. In 2026, we will undertake a comprehensive materiality assessment to reevaluate and refine these priorities, ensuring they remain aligned with evolving risks, industry developments, and stakeholder expectations.

CLIMATE RISK ASSESSMENT

PureSky identifies climate-related risks through its ESG materiality framework, leveraging stakeholder engagement, industry standards, and site-level screening to evaluate exposure to physical hazards such as flooding, wildfire, and extreme weather. Risks are assessed through a combination of portfolio-wide screening and site-specific analysis, incorporating regional climate datasets, third-party engineering reviews, and structured risk rating methodologies. Climate risks are actively managed through integration into project siting, engineering design, and operational planning, with mitigation measures—including tailored design standards, vegetation and erosion controls, and emergency response protocols—embedded across the asset lifecycle. This approach is reinforced through ongoing governance and annual review, ensuring climate resilience is continuously strengthened as the portfolio evolves.

Our materiality assessment process involves:

- Referencing GRESB, an established ESG standard, to identify industry-relevant issues
- Consulting stakeholders as needed—including senior management, employees, investors, contractors, suppliers, regulators, and local communities
- Prioritizing risks that could disrupt business continuity or hinder project development
- Aligning ESG activities and resources to address the most pressing risks

This assessment is reviewed annually by the ESG Committee and the leadership team to ensure continuous relevance and responsiveness to evolving risks and stakeholder expectations.

EXAMPLES OF RISK MANAGEMENT IN PRACTICE

Environmental Risk Mitigation

Example: As part of our GRESB submission, PureSky conducts site-specific climate risk assessments, identifying potential exposure to flooding, wildfire, or extreme weather. These insights inform our asset design and insurance strategies, reducing the risk of operational downtime and financial loss.

Social Risk Monitoring and Engagement

Example: To manage community-related risks, we engage local stakeholders early in the project development cycle. Feedback from these consultations has informed project siting, workforce planning, and community benefit programs—helping reduce the risk of delays due to local opposition or permitting issues.

Governance and Regulatory Compliance

Example: Our ESG Co-Chairs oversee annual submissions to benchmarking frameworks such as GRESB, ensuring timely, accurate, and transparent disclosure. These processes reinforce our internal controls and position PureSky to proactively adapt to changing regulatory environments.

ONGOING STRATEGY AND EVOLUTION

The integration of ESG risk into our enterprise risk management framework ensures we not only respond to risks as they arise but anticipate and plan for them over the long term. As we look ahead to our comprehensive materiality assessment in 2026, we recognize that our ESG risk profile may evolve, and we are committed to capturing and responding to these changes. By continuing to embed ESG materiality into our planning, reporting, and stakeholder engagement efforts, we strengthen our operational resilience, support sustainable growth, and uphold our commitment to transparency and accountability.

STAKEHOLDER ENGAGEMENT ON SUSTAINABILITY AND KEY ISSUES

PureSky remains committed to proactive, transparent, and inclusive engagement with all key stakeholders—including employees, customers, landowners, and the communities in which we build. In 2025, we have continued to strengthen this approach, recognizing that strong relationships and open dialogue are essential to achieving our environmental, social, and governance (ESG) goals.

Just as in the previous year's risk assessment, stakeholder relations continue to be identified as a **"High Risk"** area in 2025. At PureSky, we understand that maintaining strong, trust-based relationships with our stakeholders is essential to securing the **social license to operate**.

Building and sustaining these relationships is essential across all stages of a project's lifecycle—from early planning and development through operations and into decommissioning and beyond. Through engagement with local communities, regulatory bodies, landowners, partners, and customers, we prioritize consistent, transparent communication and mutual respect as foundational elements of long-term project success.

ENGAGEMENT PRINCIPLES :

- **Transparency:** Share clear, accessible information
- **Inclusivity:** Invite stakeholder input where appropriate
- **Respect:** Acknowledge diverse views and needs
- **Proactivity:** Initiate communication and address concerns early

ENGAGEMENT STRATEGIES :

1. **Communication:** Create and distribute appropriate materials, host informational events
2. **Consultation:** Use surveys, feedback mechanisms, and dialogue to gather feedback
3. **Collaboration:** Partner with local groups to build support
4. **Reporting:** Share updates on project milestones and performance

ENGAGEMENT WITH EMPLOYEES

We actively involve employees in our sustainability journey by:

- **Training and development:** Provide ESG training at townhall meetings and PureSky University Series
- **KPIs:** Employee compensation is tied into our ESG metrics
- **Employee feedback:** Employees complete comprehensive leadership surveys on a regular basis

ENGAGEMENT WITH LANDOWNERS AND COMMUNITY PARTNERS

Engaging stakeholders early and consistently is a cornerstone of PureSky's approach during the project development and construction phases. We prioritize community integration early and often.

- **Landowner Outreach:** We actively engage with landowners not only as partners and potential subscribers, but as key advocates within their communities. Through these relationships, we work collaboratively to build broader community support and generate referrals for additional subscribers. We also provide annual reports to landowners detailing energy generation and usage, reinforcing transparency and enabling them to better understand and share the impact of our operations.

- **Relationship Building:** By fostering trusted relationships, PureSky empowers stakeholders to become advocates for our projects within their own communities. As an example of local relationship building, PureSky Energy partnered with the Town of Kinderhook and the Village of Valatie to launch a Community Solar campaign aimed at expanding customer enrollment. This collaboration supported the municipalities' efforts to achieve designation under New York's Clean Energy Communities program, which promotes reduced energy use and investment in forward-looking clean energy solutions to create healthier, more sustainable communities.

CUSTOMER ENGAGEMENT AND ONGOING COMMUNICATIONS :

Our customer care team is responsive and knowledgeable across multiple markets, offering self-service tools and direct communication channels to empower customers to manage subscriptions.

- **Customer Support:** Providing excellent service to our customers is central to our long-term success.
- **Responsive Service:** We are committed to timely, detailed, and thoughtful responses to customer needs and inquiries.

CUSTOMER ENGAGEMENT

At PureSky Energy, customer engagement remains central to our mission to accelerate the clean energy transition. In 2025, as we brought thousands of externally managed customers in-house, we formalized a comprehensive customer communications framework designed to create a more consistent, transparent, and high-quality experience across the full customer lifecycle. We believe that informed, empowered customers are key partners in building a more sustainable future, and our engagement strategy is structured to educate, support, and connect with our community through multiple channels and meaningful interactions.

ONLINE EDUCATIONAL RESOURCES

We offer a robust library of digital resources to help our customers better understand the impact of renewable energy. In 2025, we enhanced our website experience to make it more intuitive and easier to navigate, improving access to key resources and information. Our site features regularly updated articles on sustainability, energy efficiency, and community solar benefits, helping customers stay informed about the broader environmental movement. Additionally, our comprehensive Knowledge Base ensures quick, clear answers to common questions about billing, subscriptions, and solar energy.

Education & Engagement Programs: We are actively working to implement **educational initiatives and local partnerships** that support ongoing community development and sustainability awareness.

PROACTIVE OUTREACH COMMUNICATIONS

PureSky takes a proactive approach to communication. We engage with our customers through tailored email campaigns, seasonal newsletters, and timely project updates to keep them informed about their solar impact and new opportunities. Whether it's a reminder about energy savings or an invitation to a local community event, our outreach is designed to create a strong, ongoing dialogue.

AFFINITY AND REWARD PROGRAMS

We continue to recognize and reward our customers for being part of the solution through our ongoing Affinity and Reward Programs. Our Affinity Programs partner with local organizations and community groups to offer exclusive benefits while supporting fundraising and community initiatives. At the same time, our Reward Programs provide incentives for referrals, loyalty milestones, and participation in sustainability initiatives. Together, these programs strengthen community connections, foster long-term engagement, and deepen our customers' commitment to clean energy.

POLICY AND INDUSTRY INVOLVEMENT

PureSky is also actively engaged at the policy level to support systemic improvements. We participate in state and federal policy committees and working groups alongside industry partners to address utility-related challenges and reduce the risk of errors and miscommunication. This engagement enables us to advocate for stronger coordination between community solar developers and utilities, ultimately improving outcomes for our customers and stakeholders.

In 2025, we further strengthened this engagement through direct participation in key policy forums and industry conversations.

- Members of the PureSky team participated in in-person meeting with legislators and regulators to represent project and customer impacts, as well as developing and sharing digital content to support key policy initiatives and raise awareness among stakeholders.
- This involvement enables us to advocate for better coordination between community solar developers and existing utilities, ultimately benefiting our customers and stakeholders.

Through these practices, PureSky demonstrates a strong commitment to **transparency, inclusion, and continuous improvement**. By maintaining open lines of communication and fostering strong relationships with stakeholders, we are not only building better projects—but stronger and more resilient communities.

POLICY & INDUSTRY ENGAGEMENT

ADVANCING EQUITABLE ACCESS AND INDUSTRY COLLABORATION

PureSky Energy continues to play an active role in shaping more equitable and effective clean energy programs through policy engagement and industry collaboration. As part of the Illinois Solar for All Advisory Committee, we contributed to the development and continuous improvement of program design, governance, and stakeholder engagement strategies—helping expand access to renewable energy for low-income households and environmental justice communities. Our work has supported stronger consumer protections, workforce development initiatives, and community-based outreach efforts across the state.

We also actively participate in industry working groups such as the Illinois Data Access Working Group (DAWG), where we collaborate with the Illinois Commerce Commission and industry peers to address data quality, reporting, and customer usage issues.

In 2025, our team joined SEIA-led advocacy efforts, including Lobby Day on Capitol Hill, where industry stakeholders met with members of Congress to support the preservation of clean energy incentives as part of the federal Tax Reconciliation process. We also participated in Politico's Energy Summit in Washington, D.C., which convened policymakers, regulators, and industry leaders to discuss the future of energy policy, including evolving regulatory frameworks, emerging technologies, and the role of federal agencies such as FERC.

ALIGNING WITH ESG STANDARDS AND REPORTING FRAMEWORKS

At PureSky Energy, we recognize that third-party ESG standards and assessments are essential to strengthening transparency, benchmarking performance, and embedding sustainability across our operations. As we have advanced our alignment with globally recognized frameworks, we are already seeing tangible benefits—including enhanced data rigor, more consistent internal processes, and greater visibility into performance gaps and opportunities. These insights are helping to drive continuous improvement and ensure that our ESG practices remain credible, consistent, and outcome oriented.

G R E S B

In 2025, PureSky Energy achieved a Global Real Estate Sustainability Benchmark (GRESB) score of 89, improving on our inaugural 2024 submission. This score reflects continued advancement in our ESG management systems and places us competitively relative to industry peers. It underscores our ongoing commitment to strengthening environmental performance, deepening stakeholder engagement, and maintaining robust governance practices.

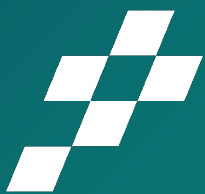
Participation in GRESB has helped us identify strengths and areas for growth, and has provided a structured roadmap for embedding ESG more deeply into our organizational strategy.

VALUE OF ESG REPORTING TO OUR BUSINESS

Aligning with external ESG standards and assessments delivers significant value to PureSky Energy by:

- **Driving Continuous Improvement:** Frameworks like GRESB help us benchmark performance against industry peers and global best practices, identifying actionable opportunities for progress.
- **Strengthening Risk Management:** ESG reporting improves visibility into material risks such as climate impacts, stakeholder support, and supply chain resilience.
- **Enhancing Stakeholder Trust:** Transparent ESG disclosure reinforces trust with investors, customers, regulators, and local communities.
- **Supporting Strategy Integration:** ESG assessments require clear documentation of policies, goals, and outcomes—helping us integrate sustainability more deeply into corporate strategy and day-to-day operations.
- **Attracting Capital and Partnerships:** As sustainability becomes a priority in capital markets and procurement decisions, alignment with respected frameworks positions PureSky Energy as a trusted, forward-thinking partner.

We view ESG reporting not as a compliance exercise, but as a tool for accountability, strategic insight, and long-term value creation. As we grow, we are committed to enhancing our disclosures and deepening alignment with emerging ESG standards and expectations.



ENVIRONMENTAL

OUR ENVIRONMENTAL COMMITMENTS

At PureSky Energy, environmental stewardship is central to our mission. As a community solar and energy storage company, we are not only in the business of delivering renewable energy solutions—we are also committed to reducing our own environmental footprint and promoting sustainability throughout our operations. We believe that responsible environmental management is essential to protecting natural resources, complying with evolving regulations, reducing risk, and supporting the communities where we live and work.

WHY ENVIRONMENTAL MANAGEMENT MATTERS TO US

Environmental management is a foundational element of our business strategy. It enables us to:

- Minimize environmental impact across our value chain
- Improve resource efficiency in our operations and projects
- Anticipate and manage environmental risks and regulatory obligations
- Align internal practices with the core mission of delivering clean, renewable power
- Reinforce the integrity and credibility of our sustainability commitments

By taking proactive steps to protect the environment, we help drive a cleaner, more resilient energy future.



OUR ENVIRONMENTAL IMPACT AND INITIATIVES

We recognize that all businesses, including those in the renewable energy sector, can have environmental impacts—whether through land use, material consumption, or operational energy use. In 2025, we advanced our environmental reporting through the use of more robust data management platforms and incorporating upstream transportation, enhancing our understanding of supply chain impacts and informing more comprehensive decarbonization efforts. Our initiatives to mitigate these impacts and operate more sustainably include:

GENERATING RENEWABLE ENERGY

PureSky is committed to driving growth in renewable energy generation. In 2024, our solar portfolio generated 176,044 MWh, increasing to 215,188 MWh in 2025.

INCREASING OUR AVOIDED EMISSIONS

The increase in CO₂ emissions avoided from 126,973 tCO₂e in 2024 to 150,501 tCO₂e in 2025 highlights continued success in mitigating environmental harm through renewable energy generation. This metric not only reflects operational efficiency but also provides tangible progress toward our climate-related and net-zero targets.

REDUCING SCOPE 2 EMISSIONS

Office operations emitted the equivalent of 1,115 tCO₂e in 2025, an increase from 800 tCO₂e in 2024, and above our target of 800 tCO₂e.

MANAGING SCOPE 3 EMISSIONS

2025 marked the first year of employee commuting surveys to improve our reporting accuracy and allows us to set a benchmark for future years. Our 5,654.39 tCO₂e were above our target of 5,000 tCO₂e.

We continue to seek operational efficiencies and opportunities to lower our carbon emissions through construction activities and land stewardship.

REPORTING ON UPSTREAM TRANSPORTATION

After implementing data collection, we started incorporating emissions from upstream transportation of solar panel materials, giving us greater insight on supply chain impacts.

SUPPORTING BIODIVERSITY AT SOLAR SITES

We continue to design new sites to **promote pollinator-friendly plantings and native ground cover**, along with sheep or goat grazing at existing sites for vegetation management.

MONITORING AND TRACKING OFFICE ENERGY USE

We've continued tracking energy use for our offices in Denver and Toronto to identify areas for energy efficiency improvements.

EXPANDING OUR TRACKING SYSTEMS

2025 was the first full year of reporting using Gravity, a data management platform that allows PureSky to track project-level sustainability metrics and related metrics.

OUR APPROACH TO ENVIRONMENTAL MANAGEMENT

PureSky's environmental management approach continues to be guided by an internal policy framework rooted in industry best practices and supported by a culture of improvement. Key elements of our approach remain:

- An internal **Environmental and Biodiversity Policy** that guides sustainable land use and site-level practices
- **As-needed full ESG committee meetings** to track environmental performance and align on data-driven improvements
- Reference to **leading ESG and sustainability frameworks**, including GRESB and SASB
- Use of third-party **site engineering reviews** to assess and mitigate environmental and physical risks, such as flooding or erosion
- In-house **biodiversity tracking** for projects implementing pollinator-friendly or habitat-enhancing measures

OUR ENVIRONMENTAL COMMITMENTS

We have made the following long-term commitments to ensure we uphold the highest standards of environmental performance:

- **Monitor and reduce Scope 3 emissions** through more accurate data collection and engagement by employees
- **Enhance biodiversity** on project sites where economically and technically feasible
- **Incorporate climate risk modeling** into site selection tools and development planning
- **Continually improve** our environmental performance year over year
- **Ensure 100% of new projects** implement vegetation ground cover as a minimum biodiversity measure

PureSky Energy is proud to build and operate projects that deliver meaningful climate solutions. Our commitment to responsible environmental management ensures those solutions are implemented in ways that also benefit ecosystems, communities, and future generations.

ENERGY MANAGEMENT

As a company dedicated to accelerating the transition to clean, renewable power through community solar and energy storage, energy management is both a strategic priority and a reflection of our core values. In 2025, PureSky Energy generated **215,188 megawatt-hours** of renewable electricity—continuing our year-over-year growth from 2024—placing us well beyond net zero in terms of our operational emissions footprint. This milestone reinforces our position as not just a provider of clean energy, but a practitioner of the sustainable practices we promote.

WHY ENERGY EFFICIENCY MATTERS

Energy efficiency is a critical component of our internal sustainability strategy. By managing and reducing energy use within our own operations, we align our internal practices with our external mission. This integrity is central to our role as a trusted clean energy developer and partner. Our efforts to improve energy efficiency—particularly in our office environments—also provide a platform for broader education and engagement, both within our team and across the communities we serve.

CURRENT ENERGY EFFICIENCY ACTIONS

We are actively implementing and improving energy efficiency measures in our two primary office locations:

- **Electricity Usage Monitoring:** In 2025, our first full year using Gravity, a data management platform, we strengthened our ability to monitor and manage energy use across both office facilities in Denver, CO, and Toronto, ON, and solar project sites. This gives us a more accurate and real-time picture of usage patterns and identify opportunities for reduction.
- **Scope 2 Emissions:** We are currently net zero for Scope 2 emissions, although our gross emissions increased from 2024. This reflects the addition of five new solar farms in 2025, along with two new battery storage systems. Yet, at net zero, the electricity we consume is either sourced from renewable energy or offset accordingly.
- **Scope 3 Focus Areas:** In 2025, we started reporting on upstream transportation of solar panel materials and implemented an employee survey to track commuting emissions. It's these and other ongoing initiatives that are addressing a previously identified area for improvement. We continue to seek further

education and collaboration across our network to address these indirect impacts.

2025 ENERGY METRICS

In 2025, PureSky Energy's total energy imported and purchased was 3,228.43 MWh, an increase from 2,476.16 MWh in the prior year, reflecting the continued growth of our operations and portfolio. Solar facilities also require a minimal amount of electricity from the grid—often referred to as parasitic load—to support ongoing operations. However, the amount of renewable energy generated by our solar sites continues to significantly exceed the energy we consume, leaving us well beyond net zero and solidly in a net-positive energy position. This reinforces our role as not only a provider of clean energy, but a company whose own operations reflect the sustainable outcomes we seek to enable.

LOOKING AHEAD

We are continuing to build on the data tracking systems established at the end of 2024 to enhance our energy management capabilities and drive further improvements:

- **Refined Tracking Systems:** Following our first full year using Gravity in 2025, we are focused on refining and optimizing these systems to improve accuracy, consistency, and usability across both office facilities and project sites. These enhancements will strengthen our ability to monitor performance and respond proactively to emerging trends.
- **Performance Transparency:** As our systems mature, they will enable increasingly granular insights into energy consumption and operational trends, supporting more informed, data-driven decision-making and targeted efficiency improvements.
- **Continual Improvement:** As we scale, we will continue to evolve our data infrastructure and energy management practices—leveraging the systems we have put in place to drive ongoing performance gains and support a resilient, low-carbon future.

Through disciplined energy management and continuous improvement, PureSky Energy is committed to operating as a model clean energy company—one that leads with transparency, integrity, and measurable impact.

OTHER MATERIAL ENVIRONMENTAL TOPICS

In addition to producing renewable energy and managing operational energy use, PureSky Energy actively addresses a range of other environmental topics that are material to our mission and operations. These include biodiversity and habitat enhancement, greenhouse gas emissions management, physical climate risk, and responsible waste practices. Together, these initiatives help reinforce our long-term commitment to environmental responsibility and the resilience of the communities we serve.

BIODIVERSITY AND HABITAT PROTECTION

PureSky Energy recognizes that distributed energy resource (DER) solar development presents a meaningful opportunity to enhance local ecosystems while expanding access to clean, renewable electricity. Our Environmental and Biodiversity Policy serves as a foundational framework for how we design, develop, and operate projects to protect and improve habitat quality at each site. We continue to actively apply this policy in practice, including in the design of projects currently under construction—such as McLean I and Wildcat in Illinois—where biodiversity considerations are integrated early in the development process. At the project level, we have standardized our approach through biodiversity matrices and checklists, while pursuing regionally recognized certifications.



KEY PRACTICES INCLUDE:

Ground Cover Planting: All new solar sites are seeded with vegetation to prevent erosion and promote soil health. Ground cover is extended to array boundaries, excluding roads and equipment pads.

Pollinator and Native Species Support: Where technically and economically feasible, we incorporate additional biodiversity measures such as:

- Wildflower and native species seeding
- Host plants to support uncommon or rare species, including specialist bees
- Vegetation breaks that enable wildlife passage
- Pro-pollinator practices and invasive species control

Research and Monitoring Partnerships: We encourage researcher and academic site visits to evaluate the ecological outcomes of our biodiversity initiatives, particularly related to pollinator health and native species establishment. Insights from these studies help inform ongoing improvements and contribute to advancing best practices in solar-driven habitat enhancement.

Each site is tracked for biodiversity features, allowing us to assess impacts and refine practices over time.

GREENHOUSE GAS EMISSIONS

As a clean energy company, managing our carbon footprint is central to our environmental goals. While PureSky does not emit Scope 1 emissions from operations, we actively monitor and report Scope 2 and Scope 3 emissions.

Scope 1: 0 tCO₂e

Scope 2: 1,115 tCO₂e (from electricity, steam and other fuel use in offices, fully offset by renewable energy)

Scope 3: 5,654.39 tCO₂e (including construction activities, employee commuting, business travel, and supply chain impacts)

We collect data on commuting-related emissions through employee surveys and work to mitigate emissions through targeted operational decisions, such as foregoing a company-wide all hands meeting.

Our Scope 3 emissions are fully offset by our total emissions avoided through the generation of renewable energy.



PHYSICAL CLIMATE RISK

Resilience to physical climate risks is embedded in our development and design process. PureSky evaluates exposure to extreme weather, fire, flooding, and other hazards during project siting and engineering.

- Site selection includes reviews of **FEMA Floodplain** maps and regional climate datasets
- Designs are customized to local conditions to mitigate risk of failure or service disruption
- Every operational and development-stage project undergoes **third-party risk-based assessments**
- Where appropriate, we integrate **buffer zones, erosion controls,** and **native vegetation** to enhance resilience to fire and storm events
- Emergency response and recovery procedures are embedded in O&M protocols

In 2025, we recorded no asset failures or significant outages were recorded, a marked improvement from the four weather-related incidences from the previous year with three wind related, and one fire related. We continue to enhance our siting process with **GIS-based climate risk modeling tools** to anticipate and mitigate future climate impacts.

WASTE MANAGEMENT

Waste reduction and responsible materials management are practiced across our offices and project sites. These efforts aim to reduce landfill impact, promote recycling, and ensure compliance with best practices at every stage of the project lifecycle.

Office Waste: Recycling is available in our Denver and Toronto offices, supported by signage and staff education. We emphasize digital-first workflows to reduce paper usage and encourage reusable kitchenware and sustainable supplies.

Site-Level Waste: During construction and operations, contractors follow best practices for handling and diverting construction and equipment waste.

Digital Transformation: PureSky minimizes administrative paper use through the adoption of electronic signature platforms and cloud-based collaboration tools.

For the future, we are seeking out methods to enhance our reporting on waste reduction, including items such as:

- % of construction waste diverted from landfills (data in progress)
- % of paperless internal processes (data in progress)

PureSky Energy remains committed to advancing these material environmental initiatives alongside our renewable energy deployment. By integrating biodiversity, carbon management, risk resilience, and waste reduction into our everyday operations, we aim to build a clean energy future that is not only low-carbon but ecologically responsible and climate-resilient.



SOCIAL

SOCIAL COMMITMENTS AND APPROACH

At PureSky Energy, our mission to build a clean energy future is rooted not only in environmental impact but in social value. We believe in cultivating a workplace where employees thrive and extending that same spirit of care to the communities where we operate. In 2025, we further advanced this commitment through the creation of PULSE, a dedicated platform designed to strengthen employee engagement and connection while amplifying our impact in the communities we serve. Our approach to social responsibility focuses on employee wellbeing, community engagement, and charitable giving, all of which reinforce our role as a responsible, people-first renewable energy company.

COMMUNITY SUPPORT & CHARITABLE ACTIVITIES

Social responsibility extends beyond our walls and into the communities we serve. PureSky Energy actively supports local causes through volunteerism, educational outreach, and charitable giving, with a focus on promoting energy literacy and community resilience.

COMMUNITY EDUCATION:

Throughout 2025, several PureSky employees participated in education opportunities in the communities we serve. One notable example came from our participation in Illinois' Community-Driven Community Solar (CDCS) program. It requires community-based initiatives as part of an incentive qualification. Members of our Development and Community Solar teams delivered educational presentations to Heartland Community College, Illinois State University, and Illinois Wesleyan University, supporting awareness of community solar and clean energy opportunities.

VOLUNTEERISM & FOOD SECURITY:

Our offices participated in hands-on support for local food banks and environmental initiatives.

AFFINITY & COMMUNITY SOLAR (CS) PARTNERSHIPS:

We are building Affinity Programs and fundraising partnerships with community solar participants, strengthening local connections and expanding equitable access to clean energy.

At PureSky Energy, we believe our long-term success is built not just on megawatts, but on meaningful relationships—with our employees, our neighbors, and our planet. We remain committed to advancing our social impact efforts in step with our environmental mission.

EMPLOYEE WELLBEING

PureSky Energy is committed to fostering a workplace that prioritizes employee health, flexibility, and satisfaction. We understand that a thriving team drives innovation and success, which is why we invest in comprehensive benefits, ongoing recognition, and a workplace culture that values balance and belonging.

KEY INITIATIVES:

Work-Life Balance & Flexibility: We offer flexible work schedules and hybrid office policies to support diverse lifestyles and responsibilities.

Mental Health & Wellness: Employees have access to mental health support, a dedicated wellness benefit, and inclusive PTO and parental leave policies.

Comprehensive Benefits: Our benefits allow employees to receive the health and wellness, and financial support they need.

Culture & Recognition: We foster a culture of appreciation through meaningful employee recognition centered on fostering motivation.

Engagement & Retention: Regular employee engagement surveys and "stay discussions" help us maintain a supportive and responsive workplace.

PEOPLE UNITED FOR LEADERSHIP SUSTAINABILITY EQUALITY

At PureSky Energy, we believe that creating a more sustainable future requires a workplace where every individual feels seen, heard, and valued. Diversity, equity, and inclusion are core to our culture and central to our mission of delivering clean energy solutions that serve all communities.

In 2025, to further embed these principles into our operations, we established PULSE (People United for Leadership, Sustainability, and Equality), an employee-led committee that formalizes our approach to advancing inclusive, people-centered sustainability across the organization. PULSE brings together employees from across departments and locations to translate our values into action—facilitating initiatives focused on education, cultural engagement, employee feedback, and continuous improvement of internal practices.

Through structured collaboration with leadership and cross-functional teams, PULSE helps ensure that diversity, equity, and inclusion are not standalone initiatives, but integrated into how we operate, make decisions, and measure progress.

Our commitment to DEI is expressed through both robust policy frameworks and this formalized, employee-driven structure—creating a work environment that celebrates individuality, encourages continuous learning, and actively works to remove barriers to opportunity.

This version does three key things (aligned with ESG expectations):

- Positions **PULSE as infrastructure**, not just a program
- Connects it to **decision-making + accountability**
- Bridges DEI → **broader sustainability strategy**



POLICIES AND GOVERNANCE

PureSky Energy has implemented a comprehensive and evolving suite of policies to uphold fairness, respect, and equity in our workplace, with clear mechanisms for accountability and employee protection. In 2025, we further strengthened our social governance framework through the introduction and enhancement of policies related to employee wellbeing, hybrid work, and inclusive workplace practices. Our core policies include:

- **Equal Employment Opportunity Policy**
- **Prohibition of Discrimination, Harassment, Sexual Harassment, and Retaliation Policy**
- **Accommodation of Disabilities Policy**
- **PureSky Human Rights Policy**
- **Whistleblower Protection Policy**
- **Health and Wellness Policy (implemented in 2025)**
- **Hybrid Work Policy (enhanced in 2025)**
- **Canada Leave Policy (implemented in 2025 to support regional workforce needs)**

These policies are accessible through our Employee Handbook and are reinforced through ongoing education, leadership engagement, and regular review to ensure alignment with evolving workforce needs and best practices.

We continue to use a Hiring Scorecard during recruitment to help mitigate unconscious bias and promote consistent, fair candidate evaluation. All employees are expected to contribute to a culture of inclusion, accountability, and mutual respect.

WORKFORCE METRICS

We recognize that transparent data is key to driving progress in diversity and inclusion. As of 2025:

- **31% of employees** identify as female, but no women were represented at a senior leadership level.

These figures reflect the current state of representation at PureSky and provide a benchmark for future growth. We are committed to improving these numbers through deliberate recruitment, retention, and professional development strategies.

LOOKING AHEAD

We recognize that diversity, equity, and inclusion are not discrete initiatives, but ongoing commitments that require sustained focus, measurement, and continuous improvement. As we look ahead, we are focused on advancing our approach through clear actions and accountable structures:

- Increasing representation of women and underrepresented groups in leadership roles, supported by equitable talent development and advancement pathways
- Continue to provide DEI-focused learning opportunities across the organization to foster awareness, engagement, and shared responsibility
- Deepening partnerships with diverse professional networks and suppliers to promote inclusive economic participation
- Continuing to empower the PULSE committee to play an active role in shaping policies, elevating employee perspectives, and tracking company-wide progress

In 2025, we made significant strides in advancing this commitment through the formalization of employee-led initiatives, the expansion of inclusive policies, and the strengthening of our governance and accountability structures. These efforts have enhanced how we engage employees, elevate diverse perspectives, and integrate equity into our day-to-day operations. We remain dedicated to building an environment where all voices are valued and where our workforce increasingly reflects the diversity of the communities we serve.

OTHER MATERIAL SOCIAL TOPICS

PureSky Energy is committed to building positive social impact across all levels of our operations—from employee well-being to customer satisfaction and community engagement. As a clean energy company, we recognize that our responsibility extends beyond renewable power generation to the people who power and benefit from our work.

EMPLOYEE HEALTH, SAFETY, AND WELL- BEING

Our workplace presents a low physical risk, yet we still make efforts to support the physical and mental well-being of our team through benefits and policies.

KEY FEATURES OF OUR EMPLOYEE WELL-BEING APPROACH INCLUDE:

Access to medical, dental, vision, and mental health support	Medical benefits available to all full-time employees
Emphasis on work-life balance with generous PTO and parental leave	A company-funded wellness benefit available to all employees
A commitment to hiring locally to strengthen community ties	Hybrid and remote work options to support flexibility
Clearly posted labor rights information in our Denver office	Ergonomically optimized office workspaces

Our benefits and flexible policies reflect our belief that a healthy, supported workforce is foundational to delivering on our clean energy mission.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

We invest in our team's growth and success through continuous learning, open communication, and intentional feedback loops. Regular **stay discussions** and **career progression talks** to support employee retention and satisfaction.

Our employee engagement initiatives include:

- **Monthly University Series** learning sessions for ongoing professional development
- **Monthly Town Halls** to maintain transparency and alignment across teams
- **Regular leadership surveys** to capture input and identify improvement areas

Employee Net Promoter Score (eNPS): 4 (Average over the two surveys conducted in 2025)

These numbers represent a clear directive to continue to improve our employee engagement metrics for our organization.

COMMUNITY ENGAGEMENT AND DEVELOPMENT

As part of our social responsibility, PureSky actively supports the communities where we live and work. Our teams engage in:

- **Volunteer events**, food drives and environmental cleanups
- **Charitable giving** and fundraising partnerships in our project regions
- **Educational outreach**—such as presenting on renewable energy to local elementary schools
- **STEM Scholarships** - we provide scholarships targeted at strengthening the skills needed in renewable energy.
- **Participation and sponsorship** of local events near operational project sites

Through these efforts, we aim to build lasting, positive relationships with the communities we serve.



139
Hours
volunteering by
PureSky
Employees

CUSTOMER ENGAGEMENT AND SATISFACTION

In 2025, PureSky continued to strengthen its customer engagement and satisfaction efforts as part of our commitment to equitable access to clean energy. Our community solar model is designed to make clean energy accessible—particularly for low- to moderate-income (LMI) households—and is supported by a transparent, inclusive engagement approach that includes:

- **Prioritizing LMI subscriber enrollment** to advance energy equity and affordability
- Providing clear, accessible onboarding and ongoing support to reduce barriers to participation
- **Collaborating with local governments and community partners** to expand outreach and improve awareness of community solar opportunities
- **Leveraging state-supported and local government-backed programs in Illinois** to connect directly with LMI communities, share information about community solar, and support enrollment into PureSky's **first fully LMI-designated community solar project**, which launched during 2025

2025 also marked a period of significant milestones in our customer care team, which included the following:

- First, **we transitioned our subscriber base to a new in-house customer management model**, giving our team greater control and oversight into each customer's experience and ensuring more consistent, personalized service across the entire customer journey.
- To continuously **measure and improve service quality**, we also implemented automated **customer feedback surveys at multiple touchpoints**, capturing insights at key stages of the customer lifecycle to gauge performance and promptly address any issues.
- Recognizing the importance of round-the-clock support, PureSky deployed an AI-powered customer assistance chatbot to help customers outside of standard office hours, providing timely guidance when our staff is unavailable outside business hours.

Together, these 2025 enhancements reflect our customer-first ethos and reinforce our transparent, inclusive approach to community solar engagement, helping ensure a seamless, high-quality customer experience for all.

Customer Metrics (2025):



FUTURE SUSTAINABILITY INITIATIVES AND STRATEGIES

At PureSky Energy, we view sustainability not as a static goal, but as a continuous journey of improvement. In 2026, we are focused on deepening our environmental, social, and governance (ESG) commitments through actionable strategies, enhanced data visibility, and cross-functional collaboration. Our priorities reflect both near-term deliverables and longer-term ambitions, positioning us to strengthen performance, mitigate risk, and expand our impact as a clean energy leader.

2026 SUSTAINABILITY PRIORITIES

In 2026, we are adding a few new priorities to this year with a focus on safety and building out our energy storage capabilities. A few priorities from the previous year will continue such as our continued work with community engagement and PULSE.

- ***STRENGTHEN SAFETY CULTURE ACROSS OPERATIONS***
Reinforce a culture of safety across both office and field environments by enhancing protocols, expanding training, and implementing more rigorous measurement and reporting practices.
- ***ADVANCE ENERGY STORAGE CAPABILITIES***
Increase investment in battery storage solutions to capture, store, and deploy renewable energy more efficiently, improving grid resilience and project value.

- ***EXPAND DISTRIBUTED SOLAR ACCESS***
Continue bringing community solar to new regions and smaller-scale opportunities, ensuring broader geographic reach and flexible deployment models.
- ***STANDARDIZE BIODIVERSITY PLANNING***
Revisit our approach to biodiversity at solar sites, with a focus on identifying opportunities to standardize practices that consistently support habitat preservation and ecological resilience across our portfolio.
- ***DEEPEN COMMUNITY ENGAGEMENT***
Continue to increase local partnerships, community education efforts, and Low-to-Moderate Income (LMI) solar access through improved outreach and impact tracking.
- ***PROMOTE DEI THROUGH PULSE***
Continue empowering the PULSE committee throughout 2026 to lead internal training, celebrations, and feedback initiatives that foster a more inclusive, equitable, and engaged workplace.

LONG-TERM SUSTAINABILITY STRATEGY

Over the long term, PureSky Energy will continue advancing a consistent and resilient sustainability strategy, scaling our ESG impact in line with our growth as a leading provider of community solar and energy storage solutions. Our core strategic priorities remain steady, reflecting our commitment to disciplined execution, continuous improvement, and lasting impact.

- ***ACHIEVE AND MAINTAIN NET ZERO***
Maintain net zero emissions for Scope 2 and reduce Scope 3 emissions over time through better data, responsible supply chain engagement, and low-carbon practices.
- ***IMPLEMENT CLIMATE RISK MODELING AT SCALE***
Integrate GIS-based physical climate risk modeling across our development pipeline to build climate resilience into every project from the outset.
- ***FORMALIZE ENVIRONMENTAL MANAGEMENT SYSTEMS***
Evaluate the adoption of ISO 14001-aligned practices or certification to formalize and scale our environmental risk management.
- ***DRIVE INNOVATION IN SUSTAINABLE LAND USE***
Pilot new approaches to co-location, such as agrivoltaics, and continue exploring opportunities for pollinator-friendly and habitat-enhancing practices at solar sites.
- ***ENHANCE TRANSPARENCY AND ACCOUNTABILITY***
Strengthen governance around ESG disclosures, board-level engagement, and third-party verification to meet rising stakeholder expectations.
- ***DELIVER EQUITABLE CLEAN ENERGY ACCESS***
Increase enrollment and impact for LMI customers and deepen partnerships with community organizations to make clean energy more inclusive and accessible.

FINAL THOUGHTS

PureSky Energy's 2025 ESG approach reflects a strong commitment to aligning business growth with the urgency of climate action and the principles of environmental and social responsibility. Through strategic planning and ambitious execution, the company continues to enhance its sustainability performance while advancing a more equitable and accessible clean energy future for the communities it serves.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

RENEWABLE RESOURCES & ALTERNATIVE ENERGY SECTOR

Solar Technology & Project Developers Sustainability Accounting Standard

Metric	SASB Code	Response
Energy Management		
Total energy consumed, the percentage grid electricity and the percentage renewable	RR-ST-130a.1	Not material.
Water Management in Manufacturing		
Total water withdrawn, total water consumed, and the percentage of each in regions with High or Extremely High Baseline Water Stress	RR-ST-140a.1	Not material.
Description of water management risks and discussion of strategies and practices to mitigate those risks	RR-ST-140a.2	Not material.
Ecological Impacts of Project Development		
Project delays related to ecological impacts	RR-ST-160a.1	PureSky does not currently track delays specific to ecological impacts in number of days. We are working to address this.
Efforts to address community and ecological impacts in solar energy system project development	RR-ST-140a.2	Efforts adhere to both regional and federal regulatory standards and to specific needs of each community where we develop solar. We employ visual screening, native species vegetation, and encourage multi-use on all our under development solar projects. We engage in public town meetings, hold local information sessions and incorporate feedback into our project design. We also seek to add value to the community through prioritizing local residents and businesses to receive savings and through site design features, such as incorporating recreational space.
Hazardous Waste Management		
Amount of hazardous waste generated; percentage recycled	RR-ST-150a.1	None generated; none recycled

Number and aggregate quantity of reportable spills, quantity recovered	RR-ST-150a.2	None
Management of Energy Infrastructure Integration & Related Regulations		
Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks	RR-ST-410a.1	<p>PureSky Energy faces solar integration challenges related to interconnection constraints, grid capacity limitations, and variability in utility standards, particularly in mature markets where infrastructure—not demand—limits deployment.</p> <p>The company mitigates these risks through market selection, vertically integrated project development, and partnerships with utilities and stakeholders, while increasingly incorporating solar-plus-storage systems to improve grid flexibility and align generation with demand.</p> <p>Customer demand is driven by cost savings and access to clean energy without on-site installation, and strategy effectiveness is evaluated through portfolio performance, customer growth, and ESG benchmarking, with infrastructure considerations directly informing development, siting, and go-to-market decisions across regions.</p>
Description of risks and opportunities associated with energy policy and its effect on the integration of solar energy into existing energy infrastructure	RR-ST-410a.2	<p>PureSky Energy operates in a policy-driven environment where federal, state, and utility-level regulations directly influence solar deployment, grid integration, and long-term asset economics. Key risks include changes to incentive structures such as investment tax credits and evolving state program rules, as well as variability in interconnection standards and utility policies that can impact project timelines and costs.</p> <p>At the same time, supportive policies—including community solar programs, renewable energy targets, and increasing electricity demand—create significant opportunities to expand distributed generation across new and existing markets.</p> <p>PureSky actively monitors and adapts to these dynamics through market selection, policy engagement, and flexible development strategies aligned with jurisdiction-specific regulatory frameworks. Policy conditions directly influence demand for its products and services, as well as project viability, siting decisions, and long-term growth across its multi-state portfolio.</p>
Product End of Life Management		
Percentage of products sold that are recyclable or reusable	RR-ST-410b.1	Not material.
Weight of end-of-life material recovered; percentage recycled	RR-ST-410b.2	Note that product life is 20+ years, and PureSky has been in project development only since 2016. There is currently not a recycling program in place, but it is a future opportunity.
Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, antimony compounds, or beryllium compounds	RR-ST-410b.3	PureSky is working to confirm exact revenue by weight of products that contained the listed substances; it is expected that amounts will be negligible, if any at all.
Description of approach and strategies to design products for high-value recycling	RR-ST-410b.4	Not material.
Materials Sourcing		

Description of the management of risks associated with the use of critical materials	RR-ST-440a.1	These risks are negligible, as most of PureSky's products are primarily comprised of steel, and the recycling process is well established.
Description of the management of environmental risks associated with the polysilicon supply chain	RR-ST-440a.2	<p>PureSky Energy is exposed to upstream environmental risks in the polysilicon supply chain, including supplier compliance with environmental regulations and manufacturing waste management. The company mitigates these risks through supplier selection and procurement practices aligned with industry standards, supported by its vertically integrated development model and long-term ownership approach.</p> <p>PureSky maintains flexibility to transition to alternative suppliers where risks of noncompliance are identified and is continuing to enhance ESG data and oversight processes to improve visibility into supply chain risks and inform supplier engagement.</p>
Activity Metrics		
Total capacity of photovoltaic (PV) solar modules produced	RR-ST-000.A	Not material.
Total capacity of completed solar energy systems	RR-ST-000.B	In 2025, we completed 42.79 MWdc of solar energy systems.
Total project development assets	RR-ST-000.C	We have 223.8 MWdc of solar energy capacity in operation and 800 MWdc in development with a core cost assumption of development projects at \$1.2 billion.



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