About Altus Power
Altus Power, Inc. (NYSE: AMPS) is the only publicly traded, pure play commercial and Industrial (C&I) focused solar power company in the U.S. The founder led, fully aligned management team has significant experience operating a full electrification platform that offers end-to-end servicing capabilities to satisfy broad corporate and public sector demand for the transition to clean energy.

About the Sustainability Report
We are pleased to present our inaugural sustainability report. In this report we will outline our Environmental, Social, and Governance practices and our company’s commitment to sustainability. As a renewable energy company, environmental stewardship is inherent to our business. However, we challenge ourselves to become leaders in all facets of sustainability. This report has been prepared to educate all stakeholders about what Altus Power is doing to be a sustainable business. The data in this report is based on the year ending December 31, 2021.

Please see Appendix for additional information regarding Forward Looking Statements.
Company Profile
We are pleased to present our inaugural Sustainability Report. While this is the first time we’re reporting in official fashion, Altus Power has always been a source of sustainable solutions for our customers since inception in 2009. Our projects harness clean and renewable solar power which electrify and decarbonize our commercial, industrial, municipal and community customers while providing them a discount to their local utility rates. Now, with both CBRE and Blackstone as partners, we anticipate further scaling our business while continuing to provide a safe, collaborative, and diverse work environment for our extremely talented employees.

As we scale our business, we will do so with keen focus on the environmental, social, and governance impacts of our company. Our vision to decarbonize our customers must be joined by excellent corporate citizenship in all three areas. Emphasis on Governance begins with the guidance from our diverse Board of Directors which includes five independent directors, three of whom are female directors, including our Chair, Christine Detrick.

We will of course remember 2021 as a challenging business environment as we continued to operate in pandemic conditions. Our team moved swiftly to implement mitigation measures designed to keep our staff safe and ensure work could continue, albeit remotely for periods. At the same time, supply-chain disruptions and continued remote work environments drove permitting, interconnection and construction delays for our projects.

Despite these challenges, 2021 was also a year of tremendous growth and transformation for Altus. On December 10th, our stock began trading on the NYSE under the ticker symbol “AMPS,” crystallizing Altus’ position as the premier independent clean electricity producer selling energy from commercial-scale solar and storage facilities. Our shared vision with CBRE for our new strategic partnership is to decarbonize CBRE’s vast portfolio of real estate clients as well as CBRE’s own real estate portfolio. This adds to our existing opportunity set to develop solar, storage and electric vehicle charging solutions across Blackstone’s expansive commercial real estate portfolio.

We firmly believe the benefits of solar can and should be shared by residential customers from all socioeconomic backgrounds as well as customers who live in residences without roofs available for solar panels. We’re proud to offer these community customers a discount to their utility bills as well as access to clean renewable energy generated by our projects. We anticipate continued rapid growth of this customer segment in our portfolio.

We are committed to continuous improvements in our sustainability strategy in conjunction with the expected growth of our company. Within this report we analyze our own carbon footprint and our impact on the people and communities around us. Our goal is to demonstrate how we’re focusing not only on developing clean electricity, but also conducting our business in an increasingly sustainable manner.
Altus Power is the nation’s premier clean electrification company focused on commercial, industrial, public sector, and community solar customers. Based in Stamford, Connecticut, Altus Power develops, owns, and operates locally sited solar generation, energy storage, and EV charging infrastructure across 18 states from Vermont to Hawaii. As of year-end 2021, Altus Power has constructed or acquired 362 megawatts of distributed generation solar facilities across the United States.

Altus Power is a one-stop shop for our solar customers on their clean energy transition, generating value at each step. The core of our business is our end-to-end solution for C&I scale solar power. Our capabilities across the life-cycle of a solar array means that we will be involved from the origination of the project all the way until we decommission and recycle the materials in several decades. Our long-term commitment to our solar projects gives customers confidence that our interests in the quality and success of the project aligns with their own.
Altus Power, Inc. closes business combination with CBRE Acquisition Holdings Inc.

Altus completes first battery storage project (2MWh) in New Marlborough, Massachusetts.

Altus Power, Inc. closes business combination with CBRE Acquisition Holdings Inc.

Our History

2009
December
Co-Founders Lars Norell and Tony Savino create Altus Power, and Co-Founder Gregg Felton joins in 2013, to found the private renewable energy company focusing on solar energy systems.

2010
May
Altus completes first solar system (47 kW) in Bridgeport, CT.

2014
October
Altus Power completes first community solar system (4 MW) in Warren & Belchertown, Massachusetts.

2014
December
Altus Power completes $125MM capital raise with GSO Capital Partners (Blackstone Credit).

2021
February
Altus completes first battery storage project (2MWh) in New Marlborough, Massachusetts.

2021
December
Altus Power, Inc. closes business combination with CBRE Acquisition Holdings Inc.
Altus Power Assets Across the U.S.

Our Current Installed Portfolio at Year-End 2021 (362 MWs)

<table>
<thead>
<tr>
<th>State</th>
<th>MWs</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Massachusetts</td>
<td>94</td>
<td>26%</td>
</tr>
<tr>
<td>New Jersey</td>
<td>89</td>
<td>25%</td>
</tr>
<tr>
<td>Minnesota</td>
<td>56</td>
<td>16%</td>
</tr>
<tr>
<td>California</td>
<td>34</td>
<td>9%</td>
</tr>
<tr>
<td>All Other</td>
<td>89</td>
<td>24%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>362</td>
<td>100%</td>
</tr>
</tbody>
</table>
Commitment to Sustainability

Altus Power was founded to address the urgent need to transform the way we generate and consume power. Our mission – to create a clean electrification ecosystem that can provide renewable energy to every business, home, and electric vehicle – is intrinsically linked to clean, renewable power as the foundation for a sustainable future.

We believe that leadership in environmental, social and governance (ESG) practices is central to accomplishing our mission, so we continue to take steps to address the environmental and social risks of our operations and products. To this end, we have established a Corporate Social Responsibility Committee that is dedicated to implementing and improving upon sustainability practices throughout our company. Our team is passionate about empowering communities and businesses to accelerate the global energy transition while also doing everything we can to foster a diverse, inclusive, and sustainability-driven corporate culture at Altus Power.

Our sustainability efforts are organized into the three ESG pillars: Environmental, Social, and Governance. We are committed to update our progress on ESG factors in an annual sustainability report. This year, we have prepared the report in reference to the Global Reporting Initiative (GRI) Standards.

All of our actions and each of our ESG pillars are underpinned by driving the clean energy transition of our customers across the United States.

For questions or more information about our commitment to sustainability, please reach out to: csr@altuspower.com
Environmental pillar focuses on providing clean, affordable energy to our customers; maintaining a robust environmental management program that ensures we protect the environment in the communities where we operate and build; and helping to make our energy infrastructure more resilient and sustainable.

Social pillar focuses on attracting and retaining a team of talented individuals, while offering opportunities for growth and development; building a diverse and inclusive work force; and ensuring a safety-first workplace for our employees through proper training, policies and protocols.

Governance pillar focuses on adhering to the highest standards of corporate governance, ethical business conduct, transparency, honesty, and integrity while developing a strong and resilient company.
Commitment to Sustainability

Goals and Commitments

Altus Power is committed to providing affordable, reliable, and clean modern energy to our customers across the United States. We want to empower our customers to reduce their carbon footprint through the proliferation of solar power.

We are committed to reducing our own carbon footprint related to the construction of solar arrays and the operations of our business across the country. We are working to establish data measurement and collection processes across our organization to track, monitor, and ultimately reduce our Scope 1, Scope 2, and Scope 3 emissions.

Altus Power is committed to building an inclusive, diverse, and empowering workforce. We strive to create a workplace that fosters creativity, growth and learning while offering paths for career development. We also want to prioritize the health and safety of our team both in the field and in the office.

We are committed to conducting our business responsibly with a keen focus on integrity and high business ethics.

Provide affordable, reliable, and clean energy to our customers

Help our customers reduce their carbon footprint

Reduce our carbon footprint related to the construction of solar arrays and operations of our business

Establish data measurement and collection processes across our organization to track, monitor, and reduce our Scope 1, Scope 2, and Scope 3 emissions

Build an inclusive, diverse, and empowering workforce

Growth, learning, and career development

Positive contributor in local communities

Health and safety of our team

Maintain good corporate governance

Demonstrate ethical business conduct, transparency, honesty, and integrity

Develop comprehensive risk management framework and effective risk mitigation strategies
Commitment to Sustainability

**United Nations Sustainable Development Goals (SDGs)**
Altus Power is committed to encouraging and supporting all the United Nations Sustainable Development Goals. As goal 7 is related directly to our business, we know we will make the biggest impact there, being able to provide affordable, reliable, and clean modern energy to our customers across the United States. While SDG 7 is most directly related to our core business, our alliance with the SDGs goes further.

We also align with SDGs 8, 9, 11, and 13 through our growing business operations and employment resources, technology ownership and deployment strategies, support for local grid communities, and contributions to the renewable energy transition.

Sustainability is embedded into the core of our business strategy, and we strive to support the SDGs wherever possible.
Stakeholder Engagement

At Altus Power we acknowledge that there are many stakeholder groups that can be impacted by our business. As such, we create channels for communication and feedback to interact with various stakeholder groups.

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Engagement Overview</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investors</td>
<td>Periodic meetings, conferences, quarterly earnings calls, social media. Engagement with investors with wide range of backgrounds and varying assets under management to provide uniform access. Continuous effort to improve internal controls and provide transparent disclosures to investors and research analysts.</td>
</tr>
<tr>
<td>Suppliers</td>
<td>Periodic meetings and discussions. Maintain a diversity of suppliers to ensure fair dealing, opportunity to engage suppliers of diverse size and geographic sources.</td>
</tr>
<tr>
<td>Customers</td>
<td>Commercial conferences, introduction through our Partners, historic reputation. Customer base consists mostly of commercial, industrial, public sector and community solar customers. Transparent contracting process with prospective customers. Committed to own projects and service customer relationships for the life of the contract. Committed to serve a growing number of low/middle income customers through community solar projects.</td>
</tr>
<tr>
<td>Communities</td>
<td>Interaction with the communities in the areas around our solar projects. Creation of employment opportunities in the U.S. where our solar facilities are located by hiring local field technicians and engineers for each project. Environmental considerations are part of the diligence and construction of our projects. Local regulations must be followed. Volunteering locally around our headquarters.</td>
</tr>
<tr>
<td>Employees</td>
<td>Many opportunities for employee engagement with each other and senior leadership. Direct channels include HR communication, periodic reviews, day to day interaction, town-hall events. Professional development at all levels driven by leadership which fosters a safe, inclusive, and ethical culture. Each employee will have the opportunity to learn and develop while executing meaningful work.</td>
</tr>
<tr>
<td>Partners</td>
<td>Coordination on various projects. Ongoing business development conversations. Open lines of communication. Our two largest partners, CBRE and Blackstone both maintain high commitment to sustainability. Collaboration with Altus to decarbonize their portfolios and their customers portfolios is an example of this commitment.</td>
</tr>
</tbody>
</table>
Environmental
Environmental Overview
As we mentioned in our Commitment to Sustainability, Altus Power was founded to address the urgent need to transform the way we generate and consume power. Our mission – to create a clean electrification ecosystem to provide renewable energy to every business, home, and electric vehicle – is intrinsically linked to clean, renewable power as the foundation for a sustainable future. The solar arrays that we build and maintain will produce clean and affordable energy for years to come, displacing utility power generated from fossil fuels and directly enabling households and corporations to reduce their own carbon footprint. Altus is empowering our residential and corporate customers, partners, and communities to reach their sustainability goals.

In addition to empowering others on their sustainability journey, it is equally important that we consider the environmental impacts of our own business. We strive to be industry leaders in environmental stewardship. We maintain a robust environmental management program to ensure we protect the environment in the communities where we build and are implementing strategies to address the emissions involved with building a solar project. Whenever possible, Altus partners with businesses to provide North American manufactured solar panels. Finally, we are developing processes to measure and track the Scope 1, Scope 2, and Scope 3 carbon emissions from our business.

“...I am very excited about what we have created at Altus Power – an organization where each one of us creates tangible results as a product of our hard work, all while contributing to the vision of bettering future generations through clean energy.”

Abhi Parmar
Co-Head of Origination, Finance, Deal Structuring
Environmental Impact

By the Numbers
For every kilowatt hour (kWh) that we generate, we are avoiding the CO₂ emissions that would otherwise have been produced from a non-renewable energy source. In 2021 alone, the energy that we produced is equivalent to avoiding over 255,000 metric tons of CO₂ emissions¹. As Altus continues to expand our portfolio of assets, we will also grow the amount of carbon that our portfolio is avoiding.

362 MW of Solar PV installed and operating
359,707 MWh of Renewable Electricity Generated in 2021
Avoiding ~255,000¹ metric tons of CO₂ Emissions in 2021

Pollution Avoided in 2021¹

Equivalent Metrics
The 359,707 MWh of renewable electricity that we generated in 2021 is equivalent to the greenhouse gas emissions from...

49,601 homes’ electricity use for one year
28,684,376 gallons of gasoline consumed
632,758,996 miles driven by an average gasoline-powered vehicle

¹. https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator
Carbon Accounting

In order to meet our sustainability goals, it is important that we measure our progress so that we can identify the areas for improvement. Altus Power has partnered with GreenFeet\(^1\), an independent sustainability software company, to help track and calculate our carbon emissions so we can understand the impact of our operations. With GreenFeet’s platform we are better able to identify the different emissions associated with our business and can highlight key areas where we can reduce our overall footprint.

Our partnership with GreenFeet enables us to establish data measurement and collection processes across our organization.

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**Environmental Commitments**

- Emissions measurement and tracking using the GreenFeet sustainability emissions management platform to be measured and updated quarterly
- Annual reporting of GHG emissions for stakeholders
- Setting and meeting sustainability goals
- Work with partners and suppliers with strong sustainability programs and goals to reduce emissions where possible

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1. [https://greenfeet.com/](https://greenfeet.com/)
Measuring GHG Emissions

Overview of Methodology
This Greenhouse Gas Inventory describes Altus Power’s impact on the environment for 2021, as measured in greenhouse gases (GHG) emitted in units of equivalent metric tons of carbon dioxide. The purpose of this inventory is to benchmark Altus Power’s GHG emissions providing a consistent methodology for documenting the emissions inventory on an ongoing basis. Below we provide a breakdown of Altus Power’s estimated 2021 GHG emissions. This inventory was developed following the revised GHG Protocol Corporate Standard and the Corporate Value Chain Accounting and Reporting Standard. The process involves the collection and examination of documentation, testimony, and data from internal and external sources.

Scope 1
The recorded scope 1 emissions are the emissions associated with the natural gas consumption for the headquarters of Altus Power and the vehicle fleet of our field technicians. During the fourth quarter we moved to a larger office located in Stamford, Connecticut to accommodate our increasing employee count. Our scope 1 emissions for 2021 is estimated to be 25.93 metric tons of CO$_2$e (Mt CO$_2$e).

Scope 2
The recorded scope 2 emissions are the emissions associated with purchased electricity to power our headquarters. Our scope 2 emissions for 2021 is estimated to be 30.60 metric tons of CO$_2$e (Mt CO$_2$e).

Scope 3
For 2021, we have omitted scope 3 emissions from our estimates. We are working to develop processes and define estimation strategies to measure scope 3 emissions in future reports.

Please refer to the Appendix for more details regarding the methodology, calculations, and assumptions.
Supply Chain

While photovoltaics are a renewable energy source that do not produce polluting GHG emissions, there are still emissions associated with the production of solar power. GHG emissions of a solar project are typically calculated as the sum of the emissions associated with the manufacturing, construction, maintenance, and decommissioning of the project.

Altus is developing and implementing strategies across the various life-cycle stages to reduce GHG emissions associated with our solar arrays.

We are working on different ways to collect data and quantify the impacts of these strategies for future sustainability reports.

Life Cycle Analysis

Raw Materials

- Screening suppliers, supplier code of conduct

Manufacturing

- Diversifying our manufacturers, shorten shipping distances

Construction

- Optimization strategy, planning of site layout, due diligence, relevant standards

Maintenance

- Local field teams, monitoring technology, optimization technicians

Recycling

- End-of-life decommissioning and recycling, third party PV recycling vendors
Raw Materials
Altus Power screens the companies in our value chain for several factors. As it relates to the sourcing of raw materials and minerals, we expect our vendors to provide responsibly sourced materials. It is important that we engage with businesses who ethically source products and that they avoid conflict areas and human rights violations. We are working to build more transparency in our value-chain and subject our vendors to our Supplier Code of Conduct.

Manufacturing
One strategy to improve our supply-chain and reduce emissions is to avoid long distance, inter-continental shipping of solar panels. To this end, we have entered a three-year strategic supply agreement with Heliene, a provider of North American made solar modules.

Heliene’s modules are to be produced at the company’s recently expanded manufacturing facility in Mountain Iron, Minnesota. These modules utilize super high-efficiency monocristalline PERC cells, which reduce cell-to-module losses through their half-cut design and are proven to withstand weather and mechanical stresses. Serving the utility-scale, commercial & industrial (C&I), and residential markets, Heliene has three production facilities located in the U.S. and Canada, which are expected to total 900 MW of total manufacturing capacity.

Under our agreement, we will have the option to purchase up to 250 MW of high efficiency solar modules from Heliene, securing reliable access to domestically manufactured high performance solar modules for use in construction of solar generation projects across the U.S. At a time of global supply chain bottlenecks and trade volatility, which challenge the U.S. industry’s ability to meet rapidly growing solar demand, this agreement is designed to enable us to continue to deliver commercial, industrial, and community solar projects with the added value of Made in America solar PV modules.

"We are excited to be entering into this strategic partnership with Heliene. Domestic-made equipment and materials are becoming an increasingly important component of our procurement efforts and this supply certainty will be significant to our total module requirements.

We build, own, and operate hundreds of commercial and industrial scale solar projects across the United States. Many components go into the design and buildout of these solar systems, and having a reliable, steady supply of solar modules is critical to our growth strategy.

We look forward to continuing to partner with manufacturers of various solar system components, to enable Altus Power to maintain our leadership position in empowering communities and enterprises to transition to renewable energy."

Tony Savino
Co-Founder
Chief Construction Officer
Construction Due Diligence

Altus Power is thoughtful in delivering the most efficient construction project roll-out possible to minimize the emissions from our projects' construction. This includes optimizing the physical dimensions of construction, isolating the most efficient areas within our zones of operation for shipping purposes, and organizing key project timelines before construction begins to ensure deadlines are kept to the best of our ability.

We care about our projects and make it a priority to ensure we engage with appropriate levels of environmental & construction due diligence at each site. A predominant way we do this is by remaining in accordance with a wide range of industry standards to ensure our projects support and protect communities near our projects. We provide site-based care engaging with relevant standards and legislation to continue this legacy.

Relevant standards and legislation assuring this due diligence includes but is not limited to:

- American Standards for Testing Materials (ASTM)
- Standard Practice for Environmental Assessments E 1527-13
- Phase I-III Site Assessments/Remediation as necessary
- National Pollution Discharge Elimination System (NPDES)
- Resource Conservation and Recovery Act (RCRA)
- Safe Drinking Water Act
- Superfund Act
- The Clean Water Act
- National Standards for Hazardous Air Pollution (NESHAP)
- Comprehensive Environmental Response, Compensation & Liability Act (CERCLA)
- The Clean Air Act
- Wetlands Protection Act (WPA)

Abiding by comprehensive standards and legislation we create and obtain the following:

- Construction General Permits (CGPs)
- Stormwater Pollution Prevention Plan (SWPPP)

“Altus technical teams utilize intelligent design, best practice safety and construction techniques and processes, North American procurement whenever possible, detail and care in the long-term ownership of generating renewable and clean electricity.”

Tony Savino
Chief Construction Officer
Life Cycle Analysis

Maintenance
Once a solar array is in operation, we work to ensure that we are managing the project for energy optimization. This includes fine-tuning strategies related to our site maintenance and repair, technology performance, our use of man-power and hiring strategies.

With our expanding profile of assets across the country, we have had to extend the geographic footprint of our field team. We are hiring field technicians and energy optimization managers in the regions where Altus has projects providing easier access for site maintenance and monitoring. Having team members based across the country reduces the need for long-distance travel to visit a project site and helps us minimize any downtime.

End of Life Considerations
In addition to implementing strategies to reduce the emissions associated with the construction of projects, we are also developing best practices around decommissioning projects at the end of their useful life. Generally, a solar panel is estimated to have a 25+ year useful life. While our company was started over a decade ago, we still service our original customers under the same agreements they signed at inception. To this point in our history, recycling outdated panels is just a concept on the horizon with several years before any project is planned for decommission.

In the meantime, we will strategize and develop a plan for the end-of-life stages of the panels and raw materials. As a member of the Solar Energy Industries Association (SEIA), we are included in discussions regarding the third-party recycling and refurbishment vendors in the market. SEIA’s National PV Recycling Program will be a great resource when our projects reach the end of their initial useful life.
Creating Shared Value

As of the end of 2021, our portfolio of projects consisted of 362 megawatts (MW) of solar PV systems. We have long-term power purchase agreements (PPAs) with hundreds of C&I entities and over 5,000 community solar customers. We strive to generate strong relationships with our customers, helping them address their energy situation while saving money. We are focused on creating shared value, the practice of creating economic value in a way that also creates value for society by addressing its needs and challenges. At Altus Power, we can unlock the Win-Win situation of increased renewable energy in the market paired with energy cost savings.

Woods Hole Oceanographic Institution (WHOI)

We are fortunate to work with many incredible people and businesses. Without our customers we would not be where we are today. One of those businesses, Woods Hole Oceanographic Institution (WHOI) has been a customer for 5 years, and over that time period they have been allocated over 9,000 MWh of power from Altus.

"Cutting CO2 and other greenhouse gas emissions at Woods Hole Oceanographic Institution (WHOI) is extremely important to us, and so is saving money! Reducing utility costs allows us to focus resources in support of the innovative, cutting-edge oceanic research that our WHOI scientists and engineers are conducting on global issues such as climate change, sea level rise, coral reefs, and coastal storm and hurricane intensity. Altus is a key partner in our efforts! Their three local Massachusetts off-site solar arrays that we support provide the grid with 2,000 MWh of electricity annually. Not only are we reducing our carbon footprint and supporting the growth and production of clean renewable energy, but we are also saving over $150,000 per year!"

Stephanie Madsen
Sustainability Coordinator
Woods Hole Oceanographic Institution

2. https://sharedvaluehk.org/what-is-creating-shared-value/
Empowering Customers

**Mankato Clinic**
Another customer, Mankato clinic has been an Altus customer for several years. We love making it easy for our customers to transition to solar power. Customers might be skeptical at first when Altus offers to build a solar array, sell them renewable power, and offer a discount to the utility rate at no upfront cost, but once they learn that there is no catch, customers are excited to work with us.

“We had seen these solar gardens popping up all around the region, but really didn’t know anything about how it all worked until I was approached by a representative from Altus Power about 5 years ago. Once you understand how the program works it was really a no brainer for us to sign up, particularly since the savings opportunity is significant – with the 10% reduction in our electricity bill in the first year, we saved approximately $70,000. We’re able to take that savings on our electricity bill and invest it in healthcare programs and services for our patients. It also feels like the right thing to do to shift as much as possible to alternative energy sources like solar. We know that we are experiencing climate change and our physical planet is in trouble – so we need to do what we can to preserve our earth for future generations. As an organization, we’re proud that we’re able to help in some way by joining the Altus solar garden.”

Randy Farrow
Chief Executive Officer
Mankato Clinic
Community Solar Program
Community Solar provides homeowners and renters alike access to clean energy and power bill savings without requiring roof space or home-installation of solar panels. Instead, those interested in clean energy can subscribe to receive energy credits from nearby solar projects built on commercial buildings, industrial warehouse roofs, unused land, carports, or public property. The energy generated by a community solar facility is sent directly into the local power grid and community solar subscribers still receive electricity from their local utility, so there are no changes to service. What does change is the total amount of clean energy available to the area.

Community solar expands potential access to solar energy, bypassing the physical or financial limitations of residential rooftop installation. Most simply, community solar allows people to support clean energy while saving money on utility bills, with no upfront costs!

Environmental Justice
We are dedicated to expanding access to renewable energy to low- and moderate-income (LMI) customers. We are working to provide community solar access to thousands of LMI customers in several states.

Quick Facts
- Over 5,000 community customers served by almost 40 megawatts currently
- 55 megawatts of additional community projects agreed upon, including 35 megawatts NJ Link and 20 megawatts of CBRE IM Maryland programs
- Currently offered in IL, MD, MA, MN, NJ, HI and NY

1 In Construction
Alternative Vegetation Management
One of our projects in Hawaii is on a hillside with a rocky base, and access is in a residential neighborhood, making it difficult for traditional vegetation management such as lawn mowers. In light of an Altus core value to innovate, our team was searching for solutions for vegetation control when a local sheep herder proposed the idea to let sheep graze the area. We decided to give it a shot and it has been a huge success! It wasn’t long after the sheep were put to work that a local school got involved, and the sheep are now unofficial mascots for the elementary school kids. The school is using the site as a learning environment about livestock and renewable energy. The sheep are an ecologically friendly approach to renewable energy vegetation management and are a great example of agrivoltaics (the simultaneous use of land for solar power generation and agriculture) in action.
Social
Social Overview

At Altus, we believe a key to our success involves maintaining and promoting an empowered workforce. Our Social pillar of ESG focuses on attracting and retaining a team of talented individuals, while offering opportunities for growth and development; building a diverse and inclusive workforce; and ensuring a safety-first workplace for our employees through proper training, policies and protocols.

In this section we will outline our various internal policies and commitments to our employees and the communities around us. We will address our growing workforce and provide some relevant statistics about our workforce.

At Altus Power we value the diversity of our people and acknowledge the impact of their contributions. We have strived to create a high-performing environment where our employees are encouraged to be innovative, share their ideas, and develop both personally and professionally. As we grow, we will continue to prioritize our people and culture by attracting diverse talent, creating a sense of belonging, and retaining our exceptional team.

We take the importance of providing a healthy and safe workplace where our employees can thrive seriously, and we have implemented various processes to ensure that remains a priority as we expand our business. Along with having a vision for the future, our team is committed to supporting our local communities so we can make a positive impact today as well as ensure a better world for tomorrow.
Our People

Workforce
During 2021, we invested heavily into building our team. With high aspirations for growth, along with the requirements related to being a public company, we focused on growing the firm. In expanding our team, our priority was attracting a diverse group of talented individuals across the United States. By the end of 2021 we had doubled our workforce compared to the end of 2020, with plans to continue that growth into 2022.

This continued pace of expansion requires us to empower our most important asset – our teams. By providing our employees with the resources they need to do their best each day, we are better equipped to help our customers, partners and communities reach their sustainability goals. At Altus, we support our employees personal and professional development with our long-term vision in mind.

>100% Growth In Total Workforce

1. From 2020 to 2021

Empowering change starts with empowering our teams
Diversity, Equity, & Inclusion

Diversity
At Altus we recognize that our company’s resiliency is strengthened by our differences. Having a diverse and inclusive workplace is critical to the innovation and development of new ideas.

This foundation is essential for us to meet our business objectives, and translates into our commitment to diversity, equity and inclusion. We are focused on attracting and hiring diverse candidates, developing and mentoring our employees, and retaining and challenging our talented individuals as they grow at Altus.

In 2021, our workforce was comprised of 34% women. Our executive team was comprised of 43% women and our Board of Directors was comprised of 38% women.

Improving our diversity, equity and inclusion continues to be a critical goal at Altus. Of our new hires made in 2021, 21% were ethnically diverse, and 39% were gender diverse. We look forward to continuing the growth of our firm and the diversity of our teams.

For more details regarding our employee statistics, please refer to the Additional Information section of the Appendix.
Women Across Altus

**Women of Altus**

At Altus, we are focused on the development and engagement of women. Sophia Lee, Melissa Boulan, and Julia Sears, the founding members of the women's group at Altus, established Women of Altus with the goal of elevating women by providing opportunities for networking, development, mentorship and coaching.

We are striving to empower women in an industry where women are often under-represented.

Through scheduled social and development events, the women at Altus are encouraged to gain new skills, network with others and connect with potential mentors.

By promoting and increasing the visibility and recognition of women at Altus, we aim to increase the strength and presence of women at our company and across the clean energy sector.

I always find myself in awe of the extraordinary growth and progress we’ve seen as a business, and it’s no coincidence that a constant theme throughout has been empowerment. It starts with our employees because they are the fabric of this company; the dreamers and the doers. By trusting this incredible group of hardworking people with the room to grow and explore we foster the curiosity, creativity, and collaboration needed to make our mission a reality.

This carries forward to the solutions and experiences we offer to our customers. Embracing flexibility in the face of evolving market demands and consumer priorities enables our customers to take control of their own energy economies.

The result is employees and customers as agents of change for communities locally, globally, and everywhere in between. It’s all about renewable power, in more ways than one.

Daniella Gray
Head of Customer Team
I chose to work in the renewable energy sector because I always knew I wanted to be part of an industry that made a positive impact. Growing up in East Africa, I quickly learned the value of electricity, where we often experienced multiple blackouts and brownouts per day.

Photovoltaic systems are scalable distributed generators which have less environmental impact and are cheaper compared to other electricity generation sources. I appreciate solar energy’s flexibility and how it helps combat global warming and the movement for affordable and clean energy worldwide.

At Altus Power, we are leading that movement and I am happy to be part of such an amazing and meaningful purpose.

Sarah Ladouceur
Origination, Finance, Deal Structuring Associate

“Sitting on the deals team at Altus creates such a unique opportunity to be a pioneer both in clean energy adoption across the US and as a woman in areas where women are typically under-represented – energy and finance. One of my main goals in my career is to create space for other women to find their voice and their own career paths in renewable energy finance to truly maximize the positive impact we are all trying to have.”

Sarah Ladouceur
Origination, Finance, Deal Structuring Associate

“It feels good leaving the day knowing I am working towards creating a more sustainable future. However, what makes Altus truly special is our ability to listen and learn to the many unique perspectives across the firm, helping us to approach problem solving with innovation while achieving our goals as a team.”

Jada Williamson
Accounts Payable Analyst

Women Across Altus
**Benefits & Compensation**

**Total Rewards Strategy**
At Altus we leverage a competitive total rewards strategy to attract and retain our talent. In addition to providing competitive salaries, we support employees’ health and wellness through a well-rounded benefits package. As we grow, we will continue to evaluate these resources to meet the needs of our employees. We offer generous medical, dental and life insurance plans with the opportunity to take advantage of vision, disability, and 401k benefits.
General
We offer LifeCare, an Employee Assistance Program (EAP), to provide employees confidential and professional assistance. Our offerings support employees with 24/7, unlimited access to referrals and resources for all work-life balance needs. The program includes access to face-to-face and virtual EAP counseling sessions, legal and financial referrals and consultations, and access to discounts on child-care, wellness and other family needs.

Physical
To ensure our employees have access to well balanced and healthy meals we offer daily local breakfast and lunch options in office. Through this program we support the nutritional wellbeing of our staff, and the economic integrity of local businesses around our office in Stamford, CT. Employees also have access to healthy snacks, fruits, drinks, and coffee throughout the workday and complimentary on-site gym access.

Personal Time
At Altus we believe personal time is important for employees to rest, recharge and spend time with their loved ones. We encourage our employees to use their paid time off and we recognize the importance of work-life balance for a sustainable workforce. We also offer paid family leave programs, offering 12 weeks of primary parental leave for all employees who have been at the company for more than a year.
Workforce Development

**Education Series**

At Altus, we work hard to promote an environment that fosters professionalism, excellence, and collaboration among our employees. A part of fostering that culture is keeping our employees connected to our mission and each other. We offer opportunities throughout the year for employees to participate in training to learn from each other. All employees are offered the opportunity to participate in periodic education seminars where employees from across the company host a learning session about a specific topic. The program launched at the end of the year and has been a great success with positive feedback from our employees. We look forward to hosting more learning opportunities as our team grows.

Employees also have access to developmental training through our professional employer organization. These online modules consist of live and recorded webinars, and pre-recorded training on compliance, work-place safety, management, leadership, interpersonal communication, and more. Additionally, we require training against harassment and discrimination and have strict policies against both at Altus. We also host training around business conduct and ethics to educate employees about various company policies, conflicts of interest, and ethical standards, led by our Chief Legal Officer.
General
At Altus, the health and safety of office employees, energy optimization technicians, and contracted workers are of utmost importance. While employees maneuver varying workplace environments and hazards, our responsibilities will always align with their needs and serve to protect their health and safety. We align our assurances and training with those set forth by the U.S. Department of Labor and OSHA as well as any state, federal, and industry regulations or industry best practices. Relevant training differences among employee category and workplace safety categories is outlined further in Safety Table A in the Appendix, and general statutes outlined by OSHA that Altus adheres to is in Safety Table B. In order to take occupational health and safety seriously, we have implemented a Safety Management Plan. For contracted work we require business partners to maintain and abide by state occupational health and safety standards. We also require proof of this prior to engagement.

Safety Committee
We believe that participation and communication are the key drivers of an environment where employees from every department and level can communicate with management. As our workforce has grown, our need to define our initiatives and foster a culture that provides a healthy and safe working environment both at headquarters and beyond has grown. To ensure we meet the needs of our employees, we have established a Safety Committee and sought to better our whistleblowing mechanisms for employees. Safety Committee evaluation content is outlined in Safety Table C in the Appendix. The Safety Committee harnesses the experiences and perspectives from various departments to ensure best practices minimizing exposure to injuries, incidents, and hazards.
At Altus, we continually assess risk through scheduled and unscheduled office and field inspections. During inspections we examine the overall workplace environment, work practices, equipment, furniture, technologies, and utilities. Our hierarchy of controls mirrors OSHA in that we believe in utilizing the following principles: PPE, Administrative Controls, Engineering Controls, Substitution, and Elimination. Additionally, we want these systems and reports to be understandable and accessible. We encourage our employees to be vocal and want them to know that they should never fear retaliation over an incident report, and that they can always report incidents anonymously. Our safety programs have been implemented to protect our employees and ensure we're doing all we can to prevent work-related incidents and health issues.

In 2021 there were 0 fatalities and 0 high consequence work-related injuries. We will continue to prioritize our employee’s health and safety and hope to avoid workplace injuries in the future.

“Within the renewable industry, Altus is a powerhouse with a solid model of success. Their high standards are seen in their proactive approach and project maintenance, increasing our system longevity and ROI.

As a whole, the team of Altus is made up of unique perspectives that come together to create a strong and positive work culture where employees are encouraged to think innovatively and bring their ideas forward.”

David Villareal
Field Technician
Community Engagement

Philanthropy
Our headquarters is in Stamford, CT where we make it a priority to engage with, support, and care for the local community that fosters our own employees.

Toys for Tots
During the holiday season we turned our attention toward a local branch of the organization Toys for Tots, a non-profit organization that collects new and unwrapped toys for children in underprivileged communities. We matched the total value of donated toys at the end of the drive, enhancing our employee’s philanthropic efforts. We look forward to working with our local community and supporting more initiatives in the coming year.

Boys and Girls Club
More recently, Altus employees participated in the Annual Stamford Boys and Girls club 5k, where we raised money for our local boys and girls club community centers.
Our employees picked up debris and documented their findings. In the end, our Altus team cleared away 60 pounds of trash. We also supported SoundWaters’ current initiative, ‘One Million Bottle Caps Project,’ and collected 111 bottle caps. The program is run in coordination with local schools hoping to contribute to a significant decrease in the amount of bottle cap waste that ends up on shores and areas other than landfills, SoundWaters has collected approximately 2.5 million bottle caps over the past three years, more than doubling their goal.

Community Engagement

SoundWaters
At the root of our business model is the desire to contribute less pollution to the environment. We also understand that there is always more to be done in this arena. On a team-wide volunteer day we worked with SoundWaters to do a beach garbage clean-up. SoundWaters was founded 30 years ago with the mission to protect the Long Island Sound through education programs. They have served hundreds of thousands of students and adults to build a deeper interest and literacy in science and raise awareness about causes and dangers that threaten the health of the Sound.

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Governance
Governance Overview
Altus Power sets high standards of corporate governance, business conduct, and ethics for everyone in our organization. Altus Power’s Board of Directors oversees senior management in the ethical operation of the company to ensure actions taken are in the best interest of shareholders and stakeholders. Altus Power maintains a comprehensive governance framework that builds transparency, accountability, regulatory compliance, risk management, and responsible management into all our business endeavors. We believe that strong governance is the foundation on which all resilient and successful companies are built.

At Altus Power, our Governance pillar of ESG will focus on sustaining a commitment to ethical business conduct, transparency, honesty, and integrity. We strive to instill a commitment to high ethical standards and conduct in every member of our organization, which originates from the Board of Directors, down to every employee and partner that we do business with.

“Altus Power's business is built on a foundation of integrity, trust, transparency and regulatory compliance. These values are embedded in Altus Power's culture, reinforced by the tone at the top and are fundamental to achieving our mission. We have established governing structures and processes which apply across the company to ensure that we are responsibly developing and delivering solar generation, storage, EV charging and related technologies to enable a better world.”

Sophia Lee
Chief Legal Officer
Board of Directors

Board Overview
Our Board of Directors has a broad range of perspectives, skills and experience through a diverse group including 38% female members.

Board – Independent Chair
Currently, Christine Detrick is the independent chair of the Board of Directors. We believe separating the chair position from the role of chief executive officers allows our CEOs to focus on our day-to-day business, while allowing the chair of the Board to lead the Board in its fundamental role of providing advice to, and independent oversight, of management. Our Board believes that having separate positions is the appropriate leadership structure for us and demonstrates our commitment to good corporate governance.

Board – Majority Independent
Altus Power has an 8-member Board of Directors, a majority of which are independent (5 of 8) and is led by an independent chair. Our Board oversees the business and affairs of the Company and has three committees, each consisting of three independent members.

Committees – 100% Independent
- **Audit Committee** assists the Board in ensuring we uphold the highest standards of financial integrity through transparent and compliant financial reporting, as well as risk management.
- **Compensation Committee** seeks to align executive compensation with shareholders’ interests and corporate goals.
- **Nominating and Corporate Governance Committee** oversees the evaluations of the performance of the Board and the committees of the Board, assists in recommending new director candidates and developing and maintaining corporate governance policies, and oversees ESG initiatives and reporting at the Board level.

For more information regarding the Board of Directors, please refer to our public SEC filings.
At Altus, we believe our Board of Directors should also benefit from continuous learning which helps them to oversee our strategy and management. Together with our Nominating and Corporate Governance Committee, we have designed a year-long series of training sessions for our directors to expand their knowledge of our industry and our business.

Armed with specific knowledge of the strategy, goals and challenges of this complicated industry, our Board of Directors is better positioned to review, assess and make impactful decisions for our business which impact our company and its stakeholders.

The director education series covers topics such as the project journey, solar project origination, deal structuring and finance, development and our strategic partners, engineering, construction and energy optimization, overview of the solar industry and the competitive landscape, community solar, the Altus digital experience and corporate governance. These sessions are presented by our leaders throughout the various departments at Altus and have provoked thoughtful discussions about our business. We encourage all members of our team to learn as much as possible from each other and to constantly take on new experiences and to challenge themselves.

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Executive Management
When it comes to setting our corporate goals and long-term strategy as we grow, our Executive Team plays a central role in our success. Our Executive Team is composed of a diverse group of individuals with a wide array of experiences and backgrounds. Each individual oversees the evolution of Altus Power’s business through his or her area of expertise.

Our Co-founders and Co-CEOs, Lars Norell and Gregg Felton, oversee the overall strategic direction of Altus. Lars and Gregg lead the Origination, Finance, and Deal Structuring teams in driving growth of the company while identifying opportunities for innovation and increasing engagement with our investors and customers. In addition to these deal teams, Gregg and Lars also manage the other executives on the team and together, they set the long-term strategy for Altus.

Our Chief Financial Officer, Dustin Weber, leads Altus’ financial strategy and oversees the company’s financial planning, analysis, auditing, compliance, reporting and controls. Dustin manages the Finance, Accounting and Investor Relations teams.

Our Chief Construction Officer, Tony Savino, oversees the successful completion of Altus’ solar projects as they go through the diligence, development, construction, and energy optimization processes. Tony manages the Engineering, Construction, and Energy Optimization teams.

Our Chief Legal Officer, Sophia Lee, leads Altus’ legal strategy while advancing Altus’ portfolio of solar assets. Sophia advises on strategic transactions and oversees regulatory, compliance, intellectual property and corporate governance matters. Sophia also leads our Corporate Social Responsibility and Enterprise Risk Management teams.

Our Chief People Officer, Melissa Boulan, oversees Altus’ human capital initiatives, including the hiring, retention and development of our diverse and inclusive team of talented individuals. Melissa also manages our employee relations and our Human Resources and Administrative teams.

Our Chief Digital Officer, Julia Sears, drives Altus’ digital and data strategies in support of customer acquisition and customer service to ensure we provide a best-in-class digital journey across mobile and online platforms to our growing client base. Julia manages our Digital and Technology teams.

Executive Team
Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics provides a general statement of the expectations of Altus Power regarding the ethical standards that each director, officer and employee should adhere to while acting on the company’s behalf.

Within our operations we expect our employees and business partners to perform their roles responsibly, honestly, and ethically. We aim to ethically-source our product and materials along with encouraging partners in our supply-chain to follow our Supplier Code of Conduct.

We prioritize building relationships with customers, suppliers, employees and regulatory agencies. We promote our guiding values in our workspace by holding regular meetings among staff, where we share our team’s accomplishments and goals and keep employees up to date with the company’s progress.

Conflicts of Interest

Each director, officer and employee sign an attestation to the Code of Business Conduct and Ethics, which describes avoiding activities that create or give the appearance of a conflict of interest between their personal interests and the Company’s interests.

Our annual Director & Officer questionnaire gathers data about other Boards the directors serve on to make sure they are not serving on too many Boards or on Boards of competing companies and NYSE rules prohibit Audit Committee members to sit on more than 2 other public company Audit Committees.

Our Board has delegated to the Nominating and Corporate Governance committee the task of identifying, considering, recruiting, reviewing and recommending a slate of director nominees to be proposed by the Board to the stockholders.

We have Related Persons Transactions Policies where the Audit Committee must approve or ratify any interested transaction.

At Altus Power we have a commitment to conduct business ethically with transparency, honesty, and integrity.
Oversight of Sustainability

**Corporate Social Responsibility Committee**

The board of directors has delegated the management of sustainability impacts to the Corporate Social Responsibility Committee.

We established a Corporate Social Responsibility committee that oversees the commitment to sustainability and ESG practices throughout the organization. Sophia Lee, Chief Legal Officer is the head of the CSR committee and is joined by two other executives; Melissa Boulan (Chief People Officer) and Julia Sears (Chief Digital Officer) who all ensure executive oversight of ESG related issues. In addition to the executive members, the CSR committee is made up of representation from various teams across the company. By its definition, ESG covers a wide range of topics, so it is important to us that we have cross-functional representation to account for the ESG issues or concerns that apply to different areas of our business.

The CSR Committee reports to the Nominating and Corporate Governance Committee on a semi-annual basis as to the status of the company’s efforts in measuring and reporting on ESG publicly. Additionally, the CSR committee is responsible for the production of the annual sustainability report which will be published on our website.
Risk Management

Altus Power’s Enterprise Risk Management (ERM) program is an annual, systematic analysis of the risks and opportunities facing the business. Based in a shared risk language and sourced from both process leads and executive management, ERM encourages accountability for risk mitigation activities and the alignment of resources in support of company objectives.

Cybersecurity

Altus Power has implemented an internal 6-point cybersecurity policy that encompasses our practices regarding cybersecurity.

- **Authorization**
  Multi-Factor Authentication program to protect access to key company data.

- **Defense**
  Our systems utilize software which aggregates, monitors, analyzes and responds to threats and potential intrusions.

- **Recovery**
  Altus’s servers are backed up and encrypted on an hourly basis including offsite replication on a near-real-time basis, and is 3-2-1 Compliant with constant testing protocols and issue response.

- **Prevention**
  Cyber Security is a strategic part of our regular employee training for employees as well as access controls.

- **Policy**
  An established process for monitoring, reporting, and reviewing potential security incidents with clearly defined policies.

- **Response**
  We have access to top cyber incident management and recovery as well as legal support for ransomware negotiation, IT forensics and support.
Whistleblower Protection
At Altus Power we are committed to supporting an environment of ethical conduct and legal compliance. We take any concerns or complaints very seriously regarding all aspects of the company.

Altus Power has partnered with Issuer Direct Corporation, an independent third party, to provide a secure, trustworthy channel through which employees can report potential compliance and ethics concerns. The Altus Cares Hotline is not intended to replace existing policies and procedures. Rather it is intended to complement the processes already in place and provide an additional channel for our employees to raise concerns.

Our hotline is open to all employees to raise concerns, including violations of Altus Power’s policies.

In 2021, we had 0 reported incidents of discrimination and retaliation, and we will continue to put our best foot forward to provide an inclusive, ethical, and professional workplace.

Customer Support/Community Relations
Our customer team supports and manages our various customer and community relationships. We maintain a Better Business Bureau profile that allows concerned parties to voice any concerns and receive quick feedback from our team. Our team values the feedback from our customers, and we work our hardest to resolve any conflicts or issues that arise in a timely manner.
Appendix
Forward Looking Statements

The following report for Altus Power, Inc. ("Altus" or the "Company") has been prepared by Altus' management. You should read the presentation together with our condensed consolidated financial statements and related notes appearing in our 2021 Annual Report on Form 10-K filed with the Securities and Exchange Commission on March 24, 2022 (the "2021 Annual Report on Form 10-K") and subsequent Quarterly Reports on Form 10-Q. Any references in this section to "we," "our" or "us" shall mean Altus. In addition to historical information, this presentation contains statements that are considered "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, as amended. These statements do not convey historical information but relate to predicted or potential future events and financial results, such as statements of our plans, strategies and intentions, or our future performance or goals that are based upon management's current expectations. Our forward-looking statements can often be identified by the use of forward-looking terminology such as "aims," "believes," "expects," "intends," "may," "could," "will," "should," "plans," "projects," "forecasts," "seeks," "anticipates," "goal," "objective," "target," "estimate," "future," "outlook," "strategy," "vision," or variations of such words or similar terminology. Investors and prospective investors are cautioned that such forward-looking statements are only projections based on current estimations. These statements involve risks and uncertainties and are based upon various assumptions. Such risks and uncertainties include but are not limited to the risks as described in the "Risk Factors" in our 2021 Annual Report on Form 10-K. These risks and uncertainties, among others, could cause our actual future results to differ materially from those described in our forward-looking statements or from our prior results. Any forward-looking statement made by us in this report is based only on information currently available to us and speaks to circumstances only as of the date on which it is made. We are not obligated to update these forward-looking statements, even though our situation may change in the future.

Such forward-looking statements are subject to known and unknown risks, uncertainties, assumptions and other important factors, many of which are outside Altus' control, that could cause actual results to differ materially from the results discussed in the forward-looking statements. These risks, uncertainties, assumptions and other important factors include, but are not limited to: (1) the ability of Altus to maintain its listing on the New York Stock Exchange; (2) the ability to recognize the anticipated benefits of the recently completed business combination and related transactions, which may be affected by, among other things, competition, the ability of Altus to grow and manage growth profitably, maintain relationships with customers, business partners, suppliers and agents and retain its management and key employees; (3) changes in applicable laws or regulations; (4) the possibility that Altus may be adversely affected by other economic, business, regulatory and/or competitive factors; and (5) the impact of COVID-19 and supply chain issues.

This report is not intended to be all-inclusive or to contain all the information that a person may desire in considering an investment in Altus and is not intended to form the basis of an investment decision in Altus. All subsequent written and oral forward-looking statements concerning Altus or other matters and attributable to Altus or any person acting on its behalf are expressly qualified in their entirety by the cautionary statements above.
Altus Power has reported the information cited in this GRI content index for the period 01/01/2021 to 12/31/2021 with reference to the GRI Standards.

GRI 1 used | GRI 1: Foundation 2021
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### GRI Content Index

#### Statement of use

Altus Power has reported the information cited in this GRI content index for the period 01/01/2021 to 12/31/2021 with reference to the GRI Standards.

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<tr>
<td></td>
<td>403-5 Worker training on occupational health and safety</td>
<td>Sustainability Report: p.36-37, Appendix</td>
</tr>
<tr>
<td></td>
<td>403-6 Promotion of worker health</td>
<td>Sustainability Report: p.36-37, Appendix</td>
</tr>
<tr>
<td></td>
<td>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</td>
<td>Sustainability Report: p.36-37, Appendix</td>
</tr>
<tr>
<td></td>
<td>403-8 Workers covered by an occupational health and safety management system</td>
<td>Sustainability Report: p.36-37, Appendix</td>
</tr>
<tr>
<td></td>
<td>403-9 Work-related injuries</td>
<td>Sustainability Report: p.36-37, Appendix</td>
</tr>
<tr>
<td></td>
<td>403-10 Work-related ill health</td>
<td>Sustainability Report: p.36-37, Appendix</td>
</tr>
<tr>
<td><strong>GRI 404: Training and Education 2016</strong></td>
<td>404-1 Average hours of training per year per employee</td>
<td>Sustainability Report: p.35</td>
</tr>
<tr>
<td></td>
<td>404-2 Programs for upgrading employee skills and transition assistance programs</td>
<td>Sustainability Report: p.35</td>
</tr>
<tr>
<td></td>
<td>404-3 Percentage of employees receiving regular performance and career development reviews</td>
<td>Sustainability Report: p.35</td>
</tr>
<tr>
<td><strong>GRI 405: Diversity and Equal Opportunity 2016</strong></td>
<td>405-1 Diversity of governance bodies and employees</td>
<td>Sustainability Report: p.30, Appendix</td>
</tr>
<tr>
<td><strong>GRI 406: Non-discrimination 2016</strong></td>
<td>406-1 Incidents of discrimination and corrective actions taken</td>
<td>Sustainability Report: p.48</td>
</tr>
</tbody>
</table>
### Additional Information

#### Full Time Employees - Gender

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>29</td>
<td>15</td>
<td>44</td>
</tr>
</tbody>
</table>

#### Full Time Employees - Age

<table>
<thead>
<tr>
<th>Year</th>
<th>Under 30</th>
<th>30 - 50</th>
<th>Over 50</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>15</td>
<td>19</td>
<td>10</td>
<td>44</td>
</tr>
</tbody>
</table>

#### Full Time Employees - Gender & Age

<table>
<thead>
<tr>
<th>Age</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 50</td>
<td>8</td>
<td>2</td>
<td>10</td>
</tr>
<tr>
<td>30 - 50</td>
<td>12</td>
<td>7</td>
<td>19</td>
</tr>
<tr>
<td>Under 30</td>
<td>9</td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td>Total</td>
<td>29</td>
<td>15</td>
<td>44</td>
</tr>
<tr>
<td>Total Composition</td>
<td>66%</td>
<td>34%</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### Full Time Employees - Ethnic Diversity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Individuals</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>36</td>
<td>82%</td>
</tr>
<tr>
<td>Asian</td>
<td>3</td>
<td>7%</td>
</tr>
<tr>
<td>Black</td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td>Latin</td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td>Two or More</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Total Employees</td>
<td>44</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### New Employee Hires - Breakdown

<table>
<thead>
<tr>
<th>Age</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 50</td>
<td>2</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>30 - 50</td>
<td>7</td>
<td>4</td>
<td>11</td>
</tr>
<tr>
<td>Under 30</td>
<td>5</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>Total</td>
<td>14</td>
<td>9</td>
<td>23</td>
</tr>
<tr>
<td>Total Composition</td>
<td>61%</td>
<td>39%</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### Employee Turnover

<table>
<thead>
<tr>
<th>Age</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 50</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>30 - 50</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Under 30</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

#### Full Time Employees - Breakdown by Type of Employee

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>% of Workforce</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive</td>
<td>16%</td>
<td>4</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td>Managers</td>
<td>16%</td>
<td>5</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>Non-Managers</td>
<td>68%</td>
<td>20</td>
<td>10</td>
<td>30</td>
</tr>
</tbody>
</table>
## Additional Information

<table>
<thead>
<tr>
<th>Employee Incidence Report</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatalities</td>
<td>0</td>
</tr>
<tr>
<td>High consequence work-related injuries</td>
<td>0</td>
</tr>
</tbody>
</table>
Measuring GHG Emissions

Emissions Methodology Components
The emissions methodology components are used to outline the calculation methodology and assumptions applied to each emission source.

- Emissions scope: Classification of emissions source as scope 1, 2 or 3.
- Activity data: Source of reported raw activity data used in the inventory.
- Key assumptions: Assumptions made in the process of cleaning raw reported data, filling data gaps, and calculating emissions.
- Data manipulations: Disclosure of any required alterations made to the reported raw activity data to enable emissions calculations.
- Estimation parameters: The estimation approach and factors used to fill data gaps in reported raw activity data.
- Emissions factor source(s): Original publication source information for applied emissions factors.
- Calculation details: Description of calculations to compute emissions.

Primary vs Secondary Data
Our reported emissions were calculated using a combination of primary and secondary data.

- Primary Data refers to activity data taken directly from meter readings, i.e., the "raw" utility bill data. Primary Data are generally considered to be the most accurate, and preferable to estimated data.
- Secondary Data, or estimated data, refers to the development and use of intensity factors and/or energy consumption models. Estimates are important for understanding and developing emissions control strategies, ascertaining the effects of sources and appropriate collection approaches, and prioritizing data sources to transition from Secondary to Primary (i.e., estimated to actual). In the development of an emissions inventory, trade offs must be made between data accuracy and effort required to collect Primary Data over Secondary Data. Where risks of adverse environmental effects or adverse regulatory outcomes are high, more sophisticated and more costly Primary Data collection methods may be necessary. Where the risks of using Secondary Data are low, and the costs of more extensive methods are unattractive, less expensive estimation methods, such as energy intensity factors and energy consumption models, may be both satisfactory and appropriate. Selecting the method to be used to estimate source-specific activity data warrants a case-by-case analysis considering the costs and risks in the specific situation.

Scope 3 Emissions
Our GHG inventory does not include the GHG emissions associated with the construction of our solar projects and is limited to the GHG emissions associated with our headquarters.
Table A Summary: Monitoring Categories for Various Employees

For contracted engagements throughout the EPC process, contracts are standardized to ensure those employed abide by both industry and project standards. At Altus we expect those with whom we do contract work to take their work seriously and do it right. We expect all those we engage with to employ efficient health and safety management plans that protect employees, contracted workers, and protect the integrity of our systems to ensure a safe environment for those in adjacent communities.

<table>
<thead>
<tr>
<th>#</th>
<th>Office Safety Hazards:</th>
<th>Workplace Safety Failure Categories:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Exposure to Toxins</td>
<td>Biological</td>
</tr>
<tr>
<td>2</td>
<td>General Injuries</td>
<td>Chemical</td>
</tr>
<tr>
<td>3</td>
<td>Headaches/Soreness/Pain/Eye Strain</td>
<td>Ergonomic</td>
</tr>
<tr>
<td>4</td>
<td>Illnesses</td>
<td>Physical</td>
</tr>
<tr>
<td>5</td>
<td>Sexual Assault/Harassment</td>
<td>Psychosocial</td>
</tr>
<tr>
<td>6</td>
<td>Tiredness</td>
<td>Safety</td>
</tr>
<tr>
<td>7</td>
<td>Transportation Incidents</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>#</th>
<th>Field Safety Hazards:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Confined Space</td>
</tr>
<tr>
<td>2</td>
<td>Electrical Safety</td>
</tr>
<tr>
<td>3</td>
<td>Fall Protection &amp; Ladder Safety</td>
</tr>
<tr>
<td>4</td>
<td>Fatigued Driver</td>
</tr>
<tr>
<td>5</td>
<td>Fire Prevention</td>
</tr>
<tr>
<td>6</td>
<td>General Injuries</td>
</tr>
<tr>
<td>7</td>
<td>Hearing Conservation</td>
</tr>
<tr>
<td>8</td>
<td>Hot Work</td>
</tr>
<tr>
<td>9</td>
<td>Illnesses</td>
</tr>
<tr>
<td>10</td>
<td>Lifting Safety</td>
</tr>
</tbody>
</table>
Safety Committee Evaluation Content

<table>
<thead>
<tr>
<th></th>
<th>Safety Committee Evaluation Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Injury Frequency Rate</td>
</tr>
<tr>
<td>2</td>
<td>Injury Incidence Rate</td>
</tr>
<tr>
<td>3</td>
<td>Equipment Breakdowns</td>
</tr>
<tr>
<td>4</td>
<td>Safety Inspections &amp; Procedures</td>
</tr>
<tr>
<td>5</td>
<td>Violations &amp; Constructive Action</td>
</tr>
<tr>
<td>6</td>
<td>Education &amp; Training</td>
</tr>
<tr>
<td>7</td>
<td>Audits</td>
</tr>
<tr>
<td>8</td>
<td>Employee Perception of Management</td>
</tr>
<tr>
<td>9</td>
<td>Average Overtime/After-hours per employee</td>
</tr>
<tr>
<td>10</td>
<td>Satisfaction with Environment</td>
</tr>
<tr>
<td>11</td>
<td>Communication</td>
</tr>
</tbody>
</table>