About Altus Power

Altus Power, Inc. (NYSE: AMPS) is the leading independent commercial-scale provider of clean electric power serving commercial, industrial, public sector and Community Solar customers with end-to-end solutions.

Altus Power originates, develops, owns and operates locally-sited solar generation, energy storage and charging infrastructure across the nation.

About the Sustainability Report

We are pleased to present Altus Power’s second annual sustainability report. In this report we outline our Environmental, Social, and Governance practices and our company’s commitment to sustainability.

As a renewable energy company, environmental stewardship is intrinsic to our business. In addition, we challenge ourselves to become leaders in the various facets of sustainability. The purpose of this report is to inform stakeholders about what Altus Power is doing to build upon and enhance our sustainable business strategies and to report on our progress.

The data in this report is for the year ending December 31, 2022. Please see the Appendix for additional information regarding Forward Looking Statements.
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We are pleased to present Altus Power’s second annual Sustainability Report and we are eager to share how Environmental, Social and Governance (ESG) factors influence decisions we make every day. Since 2009, Altus Power has been dedicated to building, owning, and operating commercial scale solar arrays which generate renewable electricity on top of, or adjacent to, commercial and industrial buildings. The electricity can then serve those buildings, the surrounding community or both.

Now, 14 years later, we continue to own these assets and serve the customers we’ve originated, and we are now aspiring to extend these benefits to an ever-larger audience of corporate and community customers through our partnerships with CBRE, Blackstone and other channel partners.

From this platform, we remain focused on creating a network with the capacity to provide clean energy to every home, business, and electric vehicle. Our success will help drive the transition to a low-carbon economy as our society replaces an increasing portion of its energy use with clean, electric power.
Electricity demand has been evolving for many years, but the progress has accelerated with the renewable targets and decarbonization goals established by many corporations transitioning to clean electricity generation. The demand is coming from multiple industry segments, including the public sector, the private sector and residential customers. We believe the confluence of multiple clean energy trends creates a significant market opportunity.

The expected growth of our business must be met by a commitment to growing our company in a sustainable manner. During 2022, our Board of Directors appointed Sophia Lee as Altus Power’s first Chief Sustainability Officer to ensure we incorporate ESG risks and opportunities into all our strategic decisions. We are fortunate to have someone as talented and driven as Sophia leading our continuing commitment to sustainability.

This report reflects her leadership to provide increased visibility for our partners, customers, vendors, and other stakeholders through more detailed reporting. A prime example of Sophia’s impact this year is our first measurement of Scope 3 emissions. For our initial measurement, we tabulated emissions stemming from employee commuting, business travel, and emissions stemming from the vegetation management required to maintain all our assets.

Ultimately, we expect to evolve this measure to include a wider scope of activities, including emissions generated by our supply chain and its manufactured components. This will of course require our industry to evolve its reporting together, but we have chosen to lead by example and will strive to improve our measure. We hope this information will provide greater visibility to stockholders into their investment and provide our customers with the ability to refine their own Scope 3 emissions measurements. We look forward to updating you as our greenhouse gas emissions accounting evolves in the future.

Lars Norell
Co-Founder & Co-CEO

Gregg Felton
Co-Founder & Co-CEO

During 2022, we continued to develop a proprietary web-based tool for our customers. Altus Power’s “Solar Dashboard” is designed to help customers striving to satisfy decarbonization commitments make informed decisions in order to reduce carbon emissions and satisfy reporting requirements. “Solar Dashboard” offers customers the ability to measure the benefits of buying power from an Altus Power solar array, battery, or charger, and also provides comprehensive power usage insights and accounting of other sources of emissions inherent in their businesses.

We believe that properly accounting for emissions is the logical first step for any company planning to implement new measures to mitigate its emissions profile over time. Beyond measurement of emissions, another important initiative driven by Altus Power during 2022 was the advancement of over 70 megawatts of new Community Solar projects. Once completed, many of these assets will make the benefits of renewable electricity attainable for residential customers who live in apartments or who can’t qualify for or afford their own residential rooftop solar installations.

Altus Power is focused on making the benefits of discounted electricity available to historically underserved households and plans to invest time and capital into these programs as states increasingly adopt Community Solar programs. We are excited to continue to grow the approximately twenty-thousand community customers currently being served under the Altus Power brand nationwide.

As our list of customers grows to include some of the largest real estate owners across the country, we are embracing the opportunity to grow our company in a sustainable manner while helping the customers and the communities where we operate to achieve their own sustainability goals.
Dear Fellow Stakeholder:

Altus Power strives to have a sustainable, positive impact on the world and to incorporate environmental, social and governance (ESG) principles in our business practices. This report highlights our progress on ESG, including these three areas of focus this past year:

• **Our Environment** – We are taking an environmentally focused approach to influence the way we develop, build, own and operate commercial scale solar systems and run our business.

• **Our Community** – We understand that we win together and diversity makes Altus Power a stronger, better company. We aim to protect our workforce, employees and contractors from injuries and to implement work conditions that promote employee well-being.

• **Our Integrity** – We hold ourselves to the highest ethical standards and at the highest level, our Board of Directors oversees our strategic planning and risk management for ESG issues and believes these areas are integral to the company’s future success.
During 2022, I was appointed Chief Sustainability Officer, to lead ESG matters on a consolidated basis for Altus Power. This appointment highlights Altus Power’s commitment to give ESG the visibility, sponsorship and accountability required to build on our successes thus far. Our approach to ESG issues centers on identifying those we believe are material to the ability of the company to create long-term value for our stakeholders.

In recognition of our ESG attributes, Altus Power has been included in the TAN index and sustainability ETFs including ICLN and QCLN and has been rated by ISS, Sustainalytics and MSCI. We enjoy engaging with our stakeholders openly, transparently and responsibly and launched our first materiality assessment in 2022 amongst our various stakeholders to understand which ESG factors they felt were most important to them and most impactful to Altus Power.

We at Altus Power are on a mission to put discounted clean energy in every home, business and electric vehicle. We are driven by not only the goal of helping our clients to achieve their carbon neutrality goals, but also by looking for ways to reduce our own carbon footprint. During 2022, we generated over 455,000 megawatts hours of clean energy, which is equivalent to avoiding almost 350,000 metric tons of carbon dioxide equivalent (CO2e) compared to utility power.

Altus Power aims to deliver value to its partners and customers in the transition to a low carbon economy through trust and the advancement of environmental justice, e.g. via our increased footprint in Community Solar. Altus Power, through its advanced technologies, including its patent-pending carbon dashboard platform, is the partner of choice for those seeking clean, electric power.

It has been an honor to work with the passionate members of the Altus Power Corporate Social Responsibility team to develop our environmental, social and governance goals. We placed emphasis on selecting a set of transparent and credible data sources, internally tracking and managing the data, applying recognizable, accepted methodologies, focusing on materiality, and generating a set of outputs which are measurable and actionable, to ensure that we understand the impact of our actions. For example, we are developing processes to measure and track the Scope 1, Scope 2, and material Scope 3 carbon emissions from our business.

We also mitigate conflicts with the surrounding communities where we build our systems via community engagement and ongoing stakeholder dialogue. With each asset that we construct, we aim to understand the community's needs and concerns and provide jobs for the local workforce.

With respect to our goals for the social pillar, it is important to us that every employee feels they are heard, that their voices matter, and that it is okay to fail in order to succeed. Therefore, we pride ourselves on a culture of collaboration and making the health and safety of our workforce a priority. We strive to create a work environment that enables us to recruit, hire and retain the best talent, who bring diverse skills, backgrounds, and perspectives. We leverage the diversity and innovation of our team in order to create long-term value.

Altus Power is focused on creating a winning culture for women. The Altus Power Women's Group focuses on the development of leadership capabilities and building a support network of women leaders. The program includes training and development sessions, fostered by female executives from different areas of the business as well as outside speakers, and regular lunches and other social events which give women the opportunity to build trust and communicate openly about their concerns, career goals, share advice, and generally build community. In a similar vein, the company has promoted volunteering in the community and employees have recently participated in local beach clean ups and 5K runs for charity.

In addition, we are extremely thoughtful with our governance structure, aiming to minimize conflicts of interest and ensure independence in decision making. For example, we have separated the Board Chair and CEO roles, we have an independent lead director, and we installed three independent directors on each of our committees before we were required to do so. We have developed policies related to corporate governance, public communications, and business conduct and have adopted best practices that promote transparency, accountability, regulatory compliance, risk management and responsible and ethical conduct. Altus Power has a very clear top-down emphasis on ethics, transparency, and compliance, which resonates throughout the company.

In this report, we affirm Altus Power's support for the United Nations Sustainable Development Goals for the 2nd year in a row. As Goal 7 is related directly to our business, we know we will make the biggest impact there, being able to provide affordable, clean and renewable energy for enterprises, communities and vehicles across the United States. We invite you to read further to learn more about our many corporate responsibility initiatives. We regard these practices as vital for our company's ongoing success.

As Chief Sustainability Officer, I take this responsibility seriously and am excited at this opportunity to share our vision for how we can deliver value to our stakeholders by advancing ESG priorities. Thank you for taking time to learn about our integrated approach to sustainability.

Sophia Lee
Chief Sustainability Officer, Chief Legal Officer
Altus Power, based in Stamford, Connecticut, is the leading independent commercial-scale provider of clean electric power serving commercial, industrial, public sector and Community Solar customers with an end-to-end solution.

Altus Power originates, develops, owns and operates a network of locally sited solar generation, energy storage and charging infrastructure across the nation. During 2022, Altus Power entered Arizona, Nevada, Pennsylvania, and Indiana, bringing our total engagement to 22 states across the U.S. Our expertise encompasses the life-cycle of our solar arrays, from origination through construction and maintenance as well as planning for recycling of materials in several decades.

Our customers benefit from purchasing discounted electricity from on-site solar arrays while avoiding the distractions incumbent in building one of our arrays. Our long-term commitment to our solar projects gives customers confidence that our interest in the quality and success of the projects aligns with their own.
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, providing clean energy to every home, business, 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.

Our Corporate Social Responsibility (CSR) Committee 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 updating our progress on ESG factors in our 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
Guiding Principles

At Altus Power, our guiding principles are intricately tied into our foundation, and they lead us towards our mission to create a clean electrification ecosystem, providing clean energy to every home, business, and electric vehicle. At the heart of our company’s ethos and business practices lie our guiding principles.

Extracted from the themes of innovation, inclusion, and leadership, our values serve as our compass, shaping our company culture, guiding our strategic decisions, and underpinning our mission. We take great pride in our culture and how we operate and strive to foster a work environment best suited to achieving our goals.

Value the environment
Operate with integrity
Embrace challenges
Revere our customers
Support communities
At Altus Power, we acknowledge that there are many stakeholder groups that can have an impact on and be impacted by our business. As such, we create channels for communication and feedback to interact with various stakeholder groups including customers, suppliers, investors, partners, employees, and communities.

As an integrated company, we manage, maintain, and operate our solar projects from origination and construction until the end of relationship several decades later, and all the steps in between. It is important we engage with all the various stakeholder groups throughout the lifecycle of each project and provide opportunities for input and feedback.

We strive to create ample channels of communication and feedback for all our stakeholders. As our company has grown, we have been exposed to an increasing number of stakeholders, giving us flexibility to choose who we want to interact with and the locations where we want to further our involvement. We aim to work with company-approved vendors and manufacturers with clean records that ensure humane labor practices.

We focus on locations in solar-friendly states and where our partners have assets to maximize value for unused roof space. We also consider local, state and federal regulations, including those governing low- & moderate-income programs and prevailing wage and apprenticeship requirements. Considering these factors benefits our stakeholders environmentally and socially, and plays a large role in determining economically viable project locations.

At Altus, we consider our stakeholders throughout our project journeys, and are looking forward to taking stakeholder engagements even further in the future as we study the impact of our business on the communities we serve. We will continue to promote community development by organizing and monitoring community development initiatives with local stakeholders. These practices will further expand the shared value between Altus and our stakeholders; and as Altus grows, our stakeholder engagement will as well.
### Stakeholder Engagement

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<th>Employees</th>
<th>Suppliers</th>
<th>Communities</th>
<th>Partners</th>
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<td>Periodic meetings, conferences, quarterly earnings calls. Engagement with investors with wide range of backgrounds, investment strategies and assets under management to provide fair access. Continuous effort to improve internal controls and provide disclosures to investors and research analysts.</td>
<td>Commercial conferences, introductions through our channel partners and strategic partners, regular meetings and touch-points. Customer base consists mostly of commercial, industrial, public sector and Community Solar customers. Transparent contracting process with prospective customers. Committed to servicing our projects and customer relationships for the life of the contract. Committed to serve a growing number of low/middle income customers through Community Solar projects.</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.</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>
<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 projects. Environmental considerations are part of the diligence and construction of our projects. Local regulations must be followed. Volunteering locally around our Corporate Headquarters.</td>
<td>Coordination on various projects. Ongoing business development conversations. Open lines of communication. Our two largest partners, CBRE and Blackstone, each maintain a high commitment to sustainability. Collaboration with Altus Power to decarbonize their portfolios and their customers’ portfolios is an example of this commitment.</td>
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Altus Power is committed to increasing our understanding of sustainability related issues impacting our company. To ensure our sustainability approach is focused, relevant, and effective, we have conducted a Materiality Assessment following the Global Reporting Initiative’s (GRI) guidance.

The goal of the materiality assessment is to determine topics most relevant to our economic, environmental, and social impact, and identify, understand, and prioritize the sustainability issues mattering most to us and our stakeholders. Following GRI’s guidelines, we used a 4-step approach to complete our preliminary materiality assessment.

1. Understanding the Organization’s Context:
   In the first step, we take a high-level overview of our operating environment, our business, our value chain, and the expectations of our stakeholders. This helps us understand the broader context in which we operate.

2. Identifying Actual and Potential Impacts:
   Next, we identify our actual and potential impacts on the economy, environment, and society. This includes direct impacts resulting from our operational activities, as well as indirect impacts that occur in our value chain. This step ensures a comprehensive understanding of where and how we might be causing, contributing, or linked to positive or negative sustainability outcomes.

3. Assessing the Significance of the Impacts:
   Once identified, we assess the significance of these impacts based on their scale, scope, likelihood, and context-specific factors. We consider both the severity of the impacts, and the perspectives and expectations of our stakeholders.

4. Prioritizing the Most Significant Impacts for Reporting:
   Finally, we prioritize the most significant impacts for reporting. This allows us to focus our sustainability efforts where they are needed most, and where they can create the most value for both Altus Power and our stakeholders.

When we began the materiality assessment process, our Corporate Social Responsibility Committee created a list of 30 potentially material topics. These topics were determined through an analysis of our company’s business, peer and industry review, and GRI standards guidance.

The original list of 30 topics included environmental, social, governance, economic and general sustainability-related topics that could reasonably be both important to our stakeholders and impactful to our business. We felt it was important to understand both the impact to Altus Power, as well as the importance of the issues to our stakeholders.

We surveyed internal and external stakeholders to assess and prioritize our potential material topics. We analyzed the results of the survey, and identified the following 10 topics that are material to Altus Power:

- Affordability of Electricity
- Non-Discrimination
- Laws & Compliance
- Business Ethics / Professional Integrity
- Cybersecurity
- Occupational Health & Safety
- Emissions
- Climate Resilience
- Climate Risk
- Human Rights & Community Impact
Materiality Assessment

Identify and assess impacts on an ongoing basis

1. Understand the organization’s context
   - Use the Sector Standards to understand the sectors’ context

2. Identify actual and potential impacts
   - Consider the topics and impacts described in the Sector Standards

3. Assess the significance of the impacts

4. Prioritize the most significant impacts for reporting
   - Test the material topics against the topics in the Sector Standards
   - Test the material topics with experts and information users

Material topics

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Altus Power’s common stock has been recognized among companies on the frontier of the global energy transition. During 2022, our shares have been added to a number of indexes and exchange traded funds.

As of this report, Altus Power’s common stock is included in the MAC Global Clean Energy Index, and our stock is a constituent of the following clean energy equity Exchange Traded Funds (ETFs):

- Invesco Solar ETF (Ticker: TAN)
- iShares by Blackrock, Global Clean Energy ETF (Ticker: ICLN)
- First Trust NASDAQ Clean Edge Green Energy Index Fund (Ticker: QCLN)

**United Nations Sustainable Development Goals (SDGs)**

Altus Power supports and encourages all the United Nations Sustainable Development Goals (SDGs) adopted unanimously by the UN General Assembly in 2015 for the 2015-2030 horizon. Altus Power has made a firm commitment to the advancement of these goals.

Our core business of proliferating clean, discounted energy from solar arrays located locally within the communities where our customers consume the power directly supports UN SDGs 7, 11 and 13 and we expect our support to expand further in coming years as we harness the opportunity to offer decarbonization benefits to additional customers across the United States and abroad.

We also have a direct and positive impact on UN SDG 9 through our investment in infrastructure. In addition, we aim to execute our business in a manner which supports UN SDGs 9, 5, 8 & 15 by promoting fair wages, full and productive employment and decent work as well as gender equality and preservation of the environment.
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. The solar arrays we build and maintain produce clean and affordable energy for decades, displacing utility power generated from fossil fuels. Altus contributions to the pool of available distributed generation resources directly enables households and corporations to reduce their carbon footprints.

We take pride in the fact that at Altus, we empower our residential and corporate customers, partners, and communities to reach sustainability goals and contribute to the global renewable energy transition.

Beyond 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 are building out more extensive data collection mechanisms to better inform how we ensure protection of the environment in the communities where we build, inform strategies to address the emissions involved with building a solar project, and the development of a comprehensive environmental management program.

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
Head of Origination, Finance, Deal Structuring
For every kilowatt hour (kWh) we generate at Altus Power, we avoid the CO2e emissions that would have otherwise been produced from a non-renewable energy source. In 2022, the energy we produced avoided emissions* of over 322,000 metric tons of CO2e. As Altus continues to expand our portfolio of assets, we will also grow the amount of carbon that our portfolio is avoiding.

### Equivalent Metrics

The 455,000 MWh of renewable electricity that we generated in 2022 is equivalent* to the greenhouse gas emissions from

| 470 MW of Solar PV installed and operating | 455,000 MWh of Renewable Electricity Generated in 2022 | Avoiding ~322,000 metric tons of CO2 Emissions in 2022 | 62,741 homes’ electricity use for one year | 36,283,395 gallons of gasoline consumed | 826,617,666 miles driven by an average gasoline-powered vehicle |

https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator
Environmental Commitments

At Altus Power, we recognize our responsibility and the role we play in mitigating climate change. We are committed to protecting our environment through evaluation of our business’s ecological impact and integration of actionable and measurable sustainability practices throughout our company. We are committed to continuous improvements in our environmental performance, reduction in our carbon footprint, and conducting our business in a progressively sustainable manner.

This year, we are proud to introduce several of our environmental commitments that help us establish internal environmental policies and guidelines. Our environmental commitments will serve as the foundation for the development of a formal Environmental Management System (EMS) in the future.


We are committed to minimizing our energy consumption and carbon emissions. We will achieve this through optimizing our energy usage, and incorporating energy-efficient lighting, appliances, and equipment in our offices. Our Corporate Social Responsibility Committee is responsible for monitoring energy consumption and managing the reduction initiatives at the company. We continue to use carbon accounting software to help us record and calculate the emissions associated with our business and as we gather more information, we will develop strategies to reduce these emissions.

2. Commitment on Waste Management and Recycling (GRI 306: Waste) and Water Management (GRI 303: Water and Effluents)

We are committed to reducing waste generation and promoting recycling. We are developing processes for proper disposal of electronic waste including solar panels, inverters, batteries, and office equipment. Our goal is to maximize the lifespan of our equipment and recycle all waste products wherever feasible. We are still working to develop a measurement system for the waste that our operations produce so that we can track our progress on this commitment and develop relevant metrics.

We strive to reduce our water footprint by promoting water efficiency measures at our headquarters and during our operations. We also ensure that any effluents discharged meet the local environmental regulations. We are still working to develop a measurement system for our water usage at our headquarters and across our operations so that we can track our progress on this commitment.

3. Commitment on Sustainable Sourcing (GRI 204: Procurement Practices)

We prefer suppliers and partners who share our environmental and social values. We are committed to work with suppliers with strong sustainability programs and subject our vendors to our Supplier Code of Conduct. We screen our suppliers on numerous factors including their sustainability credentials, such as their approach to resource use and waste management. For more details please refer to our full Supplier Code of Conduct.

4. Commitment on Climate Change Mitigation (GRI 305: Emissions)

Our core business is built around the promotion of solar energy, a major contributor to climate change mitigation. We are continuously exploring additional opportunities to build more solar generation systems and to maximize the efficiency and lifespan of our solar panels.

5. Commitment on Employee Education and Engagement (GRI 404: Training and Education)

Our employees are active participants and play a critical role in working towards our goals of advancing environmental sustainability. We invest in our employees by providing training on environmental issues and we encourage our employees to adopt sustainable practices in their daily work and personal lives. We are building a culture of continuous learning and open dialogue, to inspire employee engagement, and empower our entire team to be involved in our sustainability journey.

6. Commitment on Stakeholder Engagement and Community Involvement (GRI 413: Local Communities)

We engage with local communities, customers, and stakeholders to promote awareness of environmental sustainability and solar energy benefits. We are committed to support local community initiatives for environmental protection. We consult with local stakeholders to review and discuss environmental concerns that they might have related to our operations. For our Community Solar program, we engage local municipalities, stakeholders, and employers to offer cost savings to communities where our projects are located.

Many of our Community Solar programs prioritize enrollment for Low and Moderate Income (LMI) households. We follow state and federal recommendations for identifying these households and offer additional savings in applicable markets. Additionally, we strive to minimize barriers to entry for LMI customers, such as credit requirements, long-term contracts, payment processing fees, and cancellation fees. We are dedicated to expanding access to the benefits of renewable energy to all customers.

We will continuously review our Environmental Commitments and expand on them as we develop more comprehensive measurement systems to track our progress on the commitments. We will monitor our progress against the commitments and communicate our performance transparently in our annual sustainability reports.

Our environmental commitments are reviewed by our Corporate Social Responsibility Committee, led by our Chief Sustainability Officer, and are subject to periodic review by the board of directors. At Altus Power, we firmly believe that our commitment to environmental sustainability is not only beneficial to our business but also for the world in which we live and operate. We are excited to be part of the solution to climate change and a cleaner, greener future.

Environmental Impact
Measuring GHG Emissions

Carbon Accounting

In order to meet our sustainability goals, it is important that we measure our progress so that we can identify areas for improvement. Altus Power has partnered with GreenFeet*, an independent sustainability software company, to help track and calculate our carbon emissions so that we can better 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.

Overview of Methodology

This Greenhouse Gas Inventory describes Altus Power’s impact on the environment for 2022, as measured in greenhouse gases (GHGs) emitted in units of metric tons of carbon dioxide equivalent. 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 2022 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. Our Scope 1 emissions for 2022 is estimated to be 90.39 metric tons of CO2e (Mt CO2e).

Scope 2

The recorded Scope 2 emissions are the emissions associated with purchased electricity to power our headquarters. Our Scope 2 emissions for 2022 is estimated to be 47.91 metric tons of CO2e (Mt CO2e).

Scope 3

For 2022, we introduced a handful of material Scope 3 emissions. In our first measurements of Scope 3 emissions, we calculated emissions from employee commuting, business travel, and from the vegetation management required to maintain all our solar assets. Our calculated Scope 3 emissions for 2022 is estimated to be 616.01 metric tons of CO2e (Mt CO2e). We are working to develop processes and define strategies to measure additional Scope 3 emissions in future reports.

<table>
<thead>
<tr>
<th>Emissions</th>
<th>2021</th>
<th>2022</th>
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<tbody>
<tr>
<td>Scope 1 (Mt CO2e)</td>
<td>25.93</td>
<td>90.39</td>
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<tr>
<td>Scope 2 (Mt CO2e)</td>
<td>30.60</td>
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<tr>
<td>Scope 3 (Mt CO2e)</td>
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<td>Total Emissions (Mt CO2e)</td>
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<td>Emissions Intensity Ratio (Mt CO2e per MW installed)</td>
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<tr>
<td>Emissions Intensity Ratio (Mt CO2e per $M revenue)</td>
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<td>7.45</td>
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</tbody>
</table>

* Emissions Intensity ratio per MW installed is calculated using Total Emissions divided by total MW installed (2021 - 362 MW) (2022 – 470 MW)

** Emissions Intensity per $M revenue is calculated using Total Emissions divided by GAAP reported revenue. (FY2021 $71.8 M) (FY2022 $101.2 M)

Please refer to the Appendix for more details regarding the methodology, calculations, and assumptions.
Measuring GHG Emissions

Analyzing our Emissions

In our ongoing efforts to create a sustainable business, we must track and calculate our company’s emissions and analyze results. This analysis provides an understanding of our emission trends and enables us to build on our commitment to reducing our environmental footprint.

Comparing the data from the previous two years, our total GHG emissions have increased, but the increase in emissions is due to our company’s significant growth. In 2022, we experienced a substantial expansion in our operations, which translated into a larger Headquarters office, increased workforce, and expanded vehicle fleet. As we further expand our GHG inventory, we will work to decouple the growth in emissions with the growth of our company and we will look to our emissions intensity ratios to monitor our progress on our emissions goals.

This year we also increased our GHG inventory to include several material scope 3 emissions that were not included in our 2021 report. With the increased disclosure, we have added a revision to our 2021 scope 3 emissions data utilizing the GHG Protocol’s average-data method. This method utilized the year over year change of scope 1 and scope 2 emissions, applying the average growth rate to estimate emissions that had not been calculated in the past, in our case 2021 scope 3 emissions.

In the year 2021, our total revised emissions were measured at 300.42 metric tons of CO2 equivalent. In 2022, these emissions increased to 754.31 metric tons of CO2 equivalent. This represents a 151% increase in our overall emissions.

While we continue to grow and build out a more comprehensive Scope 3 calculation, we expect our overall emissions to go up, but we hope the way we grow can become smarter and more sustainable over time. While we will closely monitor our total emissions, we will increasingly rely on the emissions intensity ratios to assess how we are managing our emissions as we grow and evolve our GHG emissions strategy.
At Altus Power, we acknowledge that climate change poses serious and potentially systemic risks to all businesses and communities. Understanding how these risks and opportunities affect Altus as a business is vital for readying our company for evolving climate landscapes and communicating effectively to our stakeholders.

We completed a Climate Risk Assessment with inspiration from the Task Force on Climate-related Financial Disclosures (TCFD) framework. We have identified several key climate-related risks that could have a significant impact on our business operations and strategic objectives. Each of these risks is being managed through our comprehensive Enterprise Risk Management (ERM) framework and overall strategic planning. Defining our climate risks prepares us to not only mitigate potential negative impacts, but also recognize these challenges as an opportunity to strengthen the resilience and sustainability of our operations.

1. Physical Risks: Acute Weather Events

Extreme weather events, such as hurricanes, heavy snowfall, or hail, can result in direct damage to our solar systems, disrupting operations and require costly repairs or replacements. These events may become more frequent and severe due to climate change, posing a rising risk to our operational efficiency and financial performance.

2. Physical Risks: Chronic Climate Conditions

Long-term shifts in climate conditions, such as increasing temperatures or decreasing rainfall, can impact the overall efficiency of our solar panels, potentially reducing energy generation capacity. Over time, these shifts could require alterations to system designs or result in geographical shifts in optimal sites for solar power generation.

3. Transition Risks: Policy and Legal

Changes in climate policy, regulation, and legislation can influence the operating environment for renewable energy companies. New regulations aimed at accelerating the transition to a low-carbon economy, while broadly supportive of the solar industry, may also introduce stricter standards or compliance requirements that could increase operational and legal costs. There could be an increased cost of compliance with environmental laws which could adversely affect cash flows and financial condition.

4. Reputation Risks: Stakeholder Expectations

As climate awareness increases, so do the expectations of our stakeholders – including investors, customers, and the public – for us to demonstrate leadership in addressing climate change. Failure to meet these expectations could impact our reputation and brand value, and consequently our ability to attract investment and maintain customer loyalty.
Life Cycle Analysis

While solar power is a renewable energy source that does not produce polluting GHG emissions, there are still emissions associated with the production of solar power. There are emissions associated with the upstream production and distribution of the various components of a solar array, such as the photovoltaic solar modules, inverters, and other electrical equipment. There are also emissions related to site construction and downstream use and disposal of the system.

GHG emissions of a solar project are typically calculated as the sum of the emissions associated with the upstream sourcing of raw materials, manufacturing, construction, maintenance and downstream 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 in the future.

Site Selection

At Altus Power, we are committed to engaging in responsible site selection for our solar arrays. We refrain from site selection in protected areas and areas of high biodiversity value, and aim to use brownfield sites instead of greenfield sites where possible. We increasingly tend to favor rooftop systems to ground mount systems, which supports a multipurpose land-use model. For ground mount systems that we do pursue, we work with professionals across a range of disciplines to ensure protection of the land and local ecosystem.

When planning a ground mount system, we engage with geotechnical specialists that analyze the geographical location of proposed projects to flag issues or concerns related to soil, wetlands, historical preservation sites, and conservation areas. Based on the professional advice, we pursue the guidance of conservation specialists, work to create stormwater protection plans to manage system water runoff, and pursue system design that incorporates all of these concerns.

These measures ensure we remain committed to our goal of preventing degradation of the local ecosystem. By transitioning these brownfield sites into solar arrays, we repurpose the area, support local job creation, and help manage the health of vegetation on-site and thus the local ecosystem.

We believe these acts help build and support local communities in a way that would otherwise not be possible and help reinvigorate areas that would otherwise get left behind.
Raw Materials

Altus Power screens the companies in our supply 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 send all of our vendors 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 a strategic supply agreement with Heliene, a provider of North American made solar modules.

Heliene's modules are to be produced at the company's manufacturing facility in Mountain Iron, Minnesota. These modules utilize super high-efficiency monocrystalline 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, with 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 when global supply chain bottlenecks and trade volatility 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.

In addition to our manufacturing partners, we present all vendors that we purchase any manufactured component from with our Supplier Code of Conduct and prioritize vendors who uphold standards consistent with ours.
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. In the future, we hope to develop our strategic choices made during pre-construction processes to consider more comprehensive life cycle assessments of built equipment through enhanced data collection, tracking and management mechanisms.

As we work towards this goal, we take pride in being able to rely on the expertise of our seasoned staff and strategic partnerships to see construction through its various stages as efficiently as possible.

This people-centric approach works to ensure we're on schedule and generating renewable power for our customers as soon as possible while considering numerous environmental considerations, safety considerations, and ensuring all permitting and environmental protection requirements are satisfied at local, state and federal levels.

We are lucky to be working in a field that is directly influenced and supported by the passing of the Inflation Reduction Act (IRA). We are working to optimize the rollout of projects in line with the IRA’s changes to permit-based requirements to ensure we can deliver as much value from the development, construction, and energy optimization of our projects through to our customers. As we grow, we are excited to continue utilizing our established partnerships to navigate this space efficiently.

Our environmental considerations start with our site selection process which initially identifies use of land considerations for identified sites. From there we work to optimize the physical dimensions of construction to minimize land use and isolate the most efficient areas within our zones of operation for shipping purposes, work to complete environmental impact assessments to identify and address potential impacts from our construction and eventual project operation.

Environmental and construction based due diligence are priorities for us at each site we develop and construct and we only proceed with construction once appropriate permitting has been acquired. The permitting requirements ensure accordance with a wide range of industry standards to support and protect communities near our projects. The permitting process varies by location, but typically includes a minimum of zoning and land use permits, building and electrical permits, and environmental permits. We believe providing site-based care that spends time engaging with relevant standards and legislation paves the way for projects and relationships that remain successful throughout their lifetime.

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-IIII 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)
End of Life Considerations

In recent years, the importance of planning for the full value chain of goods and services has become increasingly important. In addition to implementing strategies to reduce the upstream emissions associated with sourcing of material, supply-chain variability, construction and maintenance of our solar projects, we are also developing best practices around decommissioning projects at the end of their useful life. Generally, solar arrays have 25+ years of useful life. To this point in our history, we have not had to decommission a full project, but we take the onset of decommissioning projects seriously and are planning accordingly.

As operators, maximizing the useful life of our sites and all of our equipment is part of our DNA. Regular site and equipment inspections are part of our routine site maintenance, which serves as the first step to decommissioning. While our exact process for handling identified end-of-life equipment differs amongst our operational zones to reflect local offerings, there are general steps our teams follow to ensure equipment is appropriately taken care of and to avoid our equipment from ending up in landfills if possible. After equipment is assessed as unusable there are several routes that can be taken:

- Old equipment can be kept and scavenged for usable components
- Failed equipment can be sent back to manufacturers/suppliers for repaired reuse in the field
- Unusable/irreparable equipment ends up in one of the following locations:
  - A local distributor for recycling
  - A direct E-Waste recycler
  - An electronic waste salvage and recycling specialist specializing in commercial and industrial scale services

We own systems from Vermont to Hawaii so establishing and maintaining local decommissioning relationships is an important phase of this process and increasingly a priority for us moving forwards. Such relationships set the standard for the general safety and efficacy of the overall end-of-life process.

Without a full project decommissioning under our belt, our end-of-life experience has been specific to the best processes for individual components. We acknowledge that this scale is significantly different than what will be required to carry out full project decommissioning and our further involvement in the renewable energy’s emerging circular economy.

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

Guiding priorities for building out this stage aim to make safety and avoidance of toxification high priorities. We prefer engaging and developing relationships to work with those who hold current ISO 45001 (Occupational Health and Safety Management), ISO 14001 (Environmental Management Systems) and Responsible Recycling for Electronics Recyclers certifications. These certifications make transparency a priority, which is essential for both our alignment with United Nations SDGs 5, 8, 9 and 11, and for our progress in building out disclosures of our Scope 3 emissions.

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 continuously fine-tuning strategies related to our site maintenance and repair, technology performance, our use of man-power, management structures and hiring strategies.

With our expanding profile of assets across the country, we have had to extend the geographic footprint of our contracted and direct field team. We work with local partners and are hiring field technicians and energy optimization managers in regions where Altus has projects to provide less emission intensive site access for maintenance and monitoring. Having team members based across the country reduces the need for long-distance travel for project site visits and helps us maximize renewable power generation.
Creating Shared Value

Our first materiality assessment made clear that ‘Affordability of Electricity’ is highly valued by Altus stakeholders and is an area of high impact for our business.

We keep this top of mind when designing and entering into new projects as our business is designed to help our customers save money on electricity bills. Altus has signed long-term power purchase agreements (PPAs) with hundreds of C&I entities and over 20,000 Community Solar customers.

Our projects increase renewable energy accessibility, are mutually financially beneficial, and can create demand charge savings for our customers.

Empowering our customers to embrace the renewable energy transition is how we focus on creating shared value: the practice of creating economic value that also creates value for society by addressing its needs and challenges. At Altus Power, our operations help unlock the Win-Win of increased renewable energy in the market paired with energy cost savings for our customers.

“As an employee at Altus Power, I have been fortunate to witness continuing growth, particularly in our Community Solar initiatives. It is truly inspiring to be part of a company that not only prioritizes its customers’ well-being but also demonstrates a steadfast commitment to environmental sustainability. Altus Power’s dedication to Community Solar has had a tangible impact on customers and the environment. Together, we are making a meaningful difference, one community at a time.”

Nichole
Vice President, Community Solar
**Woods Hole Oceanographic Institution**

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 more than 5 years, and over that time period they have been allocated over 10,000 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

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**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 I 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

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**Trammell Crow Company**

“We are implementing ways to drive sustainable change across our in-process portfolio and project pipeline.

Our partnership with Altus Power is a key element of our strategy, with plans to install 300MW of onsite solar energy systems at the industrial properties we develop.

Altus Power provides the end-to-end solar solution at scale that we need to achieve our sustainability goals.”

**James Murray-Coleman**
SVP, Director of Sustainability
Trammell Crow Company
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.

Since the energy generated by a Community Solar facility is sent directly into the local power grid and Community Solar customers still receive electricity from their local utility, there are no changes to customers’ utility provider. What does change is the total amount of clean energy available to the area and the amount customers pay for power, with Altus solar generating savings for customers from utility demand charges.

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 and save money on utility bills with no upfront costs or installations.

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.

For our Community Solar program, we engage local municipalities, stakeholders, and employers to offer cost savings to communities where our projects are located.

Many of our Community Solar programs prioritize enrollment for Low and Moderate Income (LMI) households. We follow state and federal recommendations for identifying these households and offer additional savings in applicable markets. Additionally, we strive to minimize barriers to entry for LMI customers, such as credit requirements, long-term contracts, payment processing fees, and cancellation fees. We are dedicated to expanding access to the benefits of renewable energy to all customers.

Our Community Customers

At Altus we are always looking for new ways to expand our Community Solar offerings and create value for the communities and clients with whom we work. In 2022 we launched our Community Solar pilot program. Offering Community Solar enrollment and electricity cost savings to the employees of our strategic partners Blackstone and CBRE was a huge success for everyone involved:

For Altus, we discovered a new channel to acquire Community Solar customers, for our partners, they extended their employee benefit programs and strengthened environmental commitments, and for customers, enrollment in these Community Solar programs led to discounted electricity rates.

Success with our strategic partners allowed us to expand our pilot program beyond Blackstone and CBRE in its first year. We are looking forward to extending our impact to residential customers and employees of partners to play our part in contributing to UN SDG 7, increasing accessibility to affordable and clean energy. One of these initial partnerships is with a local non-profit in Hawaii, in which we provide power to the company itself as a commercial customer and offer Community Solar enrollment to the company’s employees. We hope to continue exploring these types of partnerships in the future to help spread the benefits of affordable and clean energy across the country.

Daniella
Director, Customer Experience

“...It continues to amaze me how much growth Altus has seen this year and as a whole. Some of the growth we capture in numbers of panels, geographies, customers, employees, partners, and touchpoints. But some of the growth can’t be quantified, like the building of relationships, the success of a team member, the reach within a community, the precedent in a program, and the shift in a conversation.

We’re dedicated to cultivating both, a prime example being the expansion of Community Solar opportunities for low- and moderate-income households. While we have always strived to bring the benefits of clean energy where it seems the least accessible, we’re now witnessing the industry establish measurable goals to unlock the power of renewables where it can make the most meaningful difference and I’m excited to help Altus Power continue to be a leader in those efforts.”

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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 Overview

Social Impact

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 work force; 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.

Our people

During 2022, we continued the momentum of building our team and investing in our people. Our talent is critical to the success of our company and overall mission. By the end of 2022 we expanded our headcount by over 35% compared to the end of 2021.

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 and guide our employees personal and professional development with long-term visions in mind.

“Over the past year we have continued to grow our team adding a diverse group of talented professionals. Our employees are empowered to be innovative without fear of making a mistake. Being in the office together has enabled us to enjoy increased engagement, collaboration, and mentorship. The team feels not only connected to our mission, but also appreciated for their contributions. We are excited to achieve extraordinary things together.”

Melissa
Chief People Officer
Diversity Equity and Inclusion

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.

Altus Power is committed to fostering, cultivating, and promoting a culture of diversity, equity, and inclusion. We recognize and value the differences our employees bring to the workplace and believe those differences help us achieve the best outcomes for our business, our customers, and the communities where we work and live. The sum of these differences, life experiences, knowledge, self-expression, and unique capabilities represents a significant part of not only our culture, but our successes.

We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique. Leveraging our diversity, we have built a culture that encourages creativity and innovation and have empowered our employees to try without fear of failure.

Continuous improvement results from trial and error and the lessons we learn along the way. This sort of risk taking is welcomed at Altus and each person’s fresh perspective enhances our ability to make decisions and solve challenges.

We are committed to employing a workforce comprised of dynamic and diverse individuals who bring a broad range of experiences and perspectives that uniquely contribute to the growth of our company. Our diversity, equity, and inclusion strategy is integrated with our environmental, social, governance and corporate social responsibility initiatives.

These initiatives help guide our actions to retain and attract talent, manage risk, and grow our business. This foundation is essential for us to meet our business objectives, and translates into our commitment to diversity, equity and inclusion (DE&I). We understand the importance of DE&I and creating an environment where everyone can belong.

Improving our diversity, equity and inclusion continues to be a critical goal at Altus. Of our new hires made in 2022, 42% were ethnically diverse, and 25% were gender diverse.

We require all our employees to review and sign our Diversity, Equity, and Inclusion Policy and to partake in DE&I objectives and trainings throughout the year in order to further individual actions and commitments. In order to track our progress on our DE&I initiatives, we encourage employees to voluntarily and confidentially disclose demographic information including race and ethnicity, gender identity and gender, military or veteran and disability status. Our diversity programs extend to all of our operations and are inclusive to all employees. We look forward to continuing the growth of our firm and the diversity of our teams.
Altus provides equal opportunities for employment. We base employment decisions on merit, considering qualifications, skills, performance and achievements, and we do not tolerate discrimination against any employee or applicant for employment based on non-work-related personal characteristics, such as race, color, religious beliefs, pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs), gender, sexual orientation, gender identity or expression, transgender status, national origin, ethnic origin or background, social origin, family or marital status, age, disability (physical or mental), medical condition, genetic information, union membership, veteran’s status, or military service.

We provide reasonable accommodation to qualified individuals with a disability as well as individuals with needs related to their religious observance or practice. This policy extends into the process of job assignment, recruiting, promotion, and all aspects of employment at Altus Power.

Our Company will not tolerate harassment or bullying of any employee by other employees or non-employees. Similarly, Altus will not tolerate harassment or bullying by its employees of non-employees with whom our employees have a business, service, or professional relationship. This also extends to conduct that takes place off our office premises (including on social media) that could reasonably impact employees or others within our workplace.

At Altus Power we are committed to providing a work environment free of discrimination and where everybody can succeed. We expect our employees to always treat each other with respect and we understand that providing a safe work environment for everyone is necessary. We have several communication channels where employees could report instances of harassment or discrimination. Altus Power has partnered with Issuer Direct Corporation, an independent third party, to provide a secure, trustworthy channel through which employees can report any type of 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. Please refer to the Whistleblower Protection section for more information. Our hotline is open to all employees to raise concerns, including violations of Altus Power’s policies.

In 2022 there were 0 reported cases of discrimination and retaliation. We are continuing to explore how to improve our prevention and response efforts to discrimination concerns and we want to encourage employees to report any incidents through one of our several reporting channels.
At Altus, we are dedicated to the development and inclusivity of women. Sophia Lee, Melissa Boulan, and Julia Sears, the founding members of the women’s employee resources group at Altus, established Women of Altus with the goal of elevating women by providing opportunities for networking, development, mentorship, and coaching. Women are given the time and space to build a community, create awareness around issues in the workplace and provide resources and support for each other.

Through scheduled social and educational events, the women at Altus are encouraged to gain new skills, network with others, and connect with potential mentors. This group is Altus’ first official Employee Resource Group (ERG) and we were excited to also establish a partnership with CBRE’s Women’s Group.

We are striving to empower women in an industry where women are often under-represented. By promoting and increasing the visibility and recognition of women at Altus in a variety of experience and leadership levels, we aim to increase the strength and presence of women at our company and across the clean energy sector as a whole.

While our female executives play a large part in fostering the development of this culture, the culture itself builds from our female employees. Hiring women and relying on women with diverse professional and life experience across Altus’ departments better informs the guidance for how we can shape and better cultivate our company culture at Altus, supporting the women we hire through and through in their professional journeys.

We hope our work within Altus can also inspire work beyond Altus. In 2022 we were proud to volunteer with Fairfield Country Food Bank and Women for Women to help low income and unemployed women find employment. We take pride in the efforts we take to empower women at Altus and beyond.

“Working on the deals team at Altus provides me with the unique opportunity to be at the forefront of the growing renewable energy industry. As a woman working in a space where women are under-represented, I am empowered to carve a path forward in which participation in the industry becomes more diverse. As I continue my work at Altus, it is my goal to connect with and expand opportunities to other women who are interested in working at the intersection of renewable energy and finance.”

Anna
Analyst, Origination and Deal Structuring

"Working on the deals team at Altus provides me with the unique opportunity to be at the forefront of the growing renewable energy industry. As a woman working in a space where women are under-represented, I am empowered to carve a path forward in which participation in the industry becomes more diverse. As I continue my work at Altus, it is my goal to connect with and expand opportunities to other women who are interested in working at the intersection of renewable energy and finance.”

Anna
Analyst, Origination and Deal Structuring
At Altus, we recognize the importance of equal pay and benefits, and we understand they are a critical part of the employment relationship. We leverage a competitive and comprehensive 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 continue to grow, we will further evaluate these resources to meet the needs of our employees. We review our benefits program annually to ensure we are providing the best care to our employees and staying competitive with the market.

We offer generous medical, dental and life insurance plans with the opportunity to take advantage of vision, disability, and 401k benefits. Our benefits offerings are promoted through employee and manager education.

**Benefits and Wellness**

**Total Rewards Strategy**

**Wellness**

We offer an employee well-being program, LifeCare, and 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.

Additionally, we offer a monthly “Creative Day” where employees have the opportunity to step away from their day-to-day responsibilities one day a month to tackle a challenge or take a deeper dive thinking creatively about finding solutions or better ways to do things.

A creative day can be taken from any place that inspires creativity. Our monthly creative day helps Altus further foster our culture of innovation across the company while simultaneously giving employees additional flexibility and the opportunity to reset.

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.

**Work-Life Balance**

In addition to encouraging our employees to use personal time away from the office, we try to promote a healthy work-life balance for our employees. We believe that promoting work-life balance will benefit our employees, and contributes to the overall performance and long-term sustainability of our organization.

Work-life balance is important to us as it can help improve employee well-being, productivity, and retention. While our company has returned to a full in-office schedule, we also allow for flexibility regarding work-from-home days.

Employees can coordinate with their managers to organize occasional work-from-home days to accommodate their busy lives.
Workforce Development

Training and Education

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 can participate in periodic education seminars where employees from across the company host a learning session about a specific topic or area of the business.

The program launched in 2021 and has continued to be a great success with positive feedback from our employees. Additionally, we coordinate learning opportunities for employees from all departments to sit down with one another to collaborate professionally and get to know one another.

We look forward to hosting more learning opportunities as our team continues to grow. Employees also have access to developmental training through our professional employer organization.

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.

We are committed to the development of our workforce. Employees are evaluated on a semi-annual basis. We conduct mid-year and year-end performance reviews through a third-party performance review system. We believe in 360 feedback and giving equal opportunity to employees for improvement.

The semiannual process provides employees with individual training evaluations, training plans, and follow-up. Transparency regarding employee performance is important to us, and our reviews contain a rating scale to let employees know where they sit in terms of needing improvement or meeting management expectations.

Conducting reviews twice a year allows both managers and employees to track and be more aware of the progress made in the assessed areas, both on an individual and department-wide basis.

We work hard to ensure employees are aware of areas where they can develop throughout the year and how they can improve. To supplement employee learning, occasionally we will bring in outside coaching to help continue employees’ trajectory of growth with us. It is a critical management objective of ours to ensure employees continue to train, develop, and succeed.
As we grow, Altus continues to prioritize building a culture with the health and safety of our employees at the forefront. We set this precedent from the onset of every individual’s journey as an employee with us. This process begins with Health and Safety, with the sharing and acknowledgement of our Health and Safety policies. Our Sick and Covid specific policies give our employees 40 hours of sick time per year, and employees are encouraged to work remotely when they don’t feel well.

We feel strongly about this point as being convergent with workplace flexibility and employee wellness: employees always have the option to work remotely in the case of a health or safety emergency, but otherwise we pride ourselves on promoting a cohesive and positive office culture.

Part of this we feel is in our readiness to start with the basics: we strive to keep a safe and sanitized office space with a fully stacked First Aid kit, and masks with the help and guidance of our Office Manager, cleaning staff and by making sure our employees are educated about potential risks.

We also offer flu shots every September and provide employees with a complimentary membership to a gym onsite to promote health and wellness. We believe that taking care of our business means taking care of our employees and we hope to continue fostering that moving forward.

Training

While employees join us to maneuver varying workplace responsibilities, environments and hazards, our responsibility as an employer will always align with their needs and serve to protect their health and safety. Our assurances and trainings follow guidelines set 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.

We provide a training guide on our employee’s first day and issue-based case learning series throughout the year covering various topics. Our onboarding process is structured and builds on the initial reviewing and signing of our Health and Safety and wider company policies, to include eLearning trainings and educational videos all thoughtfully chosen and sequenced to most effectively get employees up to speed.

Throughout this process managers and employees maintain regular communication. For our office employees where we’ve worked to create a positive and supportive work environment this is especially the case, and managers and employees engage and interact informally on a daily basis. From a more formal perspective, we issue Mid-Year and Year End Reviews where managers evaluate their employees and give actionable items for them to work on moving forwards.

Transparency on employee performance is of importance to us, and our reviews contain a rating scale to let employees know where they sit in terms of needing improvement or meeting management expectations. Conducting reviews several times a year allows both managers and employees to track and be more aware of the progress made in the assessed areas, both on an individual and department-wide basis.

We work hard to ensure employees are aware of areas where they can develop throughout the year and how they can improve. When it is felt our internal resources are not sufficient for supporting the growth and progression of employees, we have been known to bring in outside coaching to help continue employees’ trajectory of growth with us. It is a higher management objective of ours to ensure employees continue to train, develop and succeed.
Safety Committee

As our workforce has grown, our need to define initiatives around fostering a culture that provides a healthy and safe working environment both at headquarters and beyond has grown. While safety is important for all our employees, our Construction and Energy Optimization teams are those we’ve identified as being exposed to the most substantial risks on a day-to-day basis.

To manage these, we’ve prioritized the coordination of a Safety Committee for these groups with scheduled monthly meetings and the build out of our company-wide whistleblowing mechanisms, both of which we’re working to expand upon in 2023. Safety Committee evaluation content is outlined in Safety Table C in the Appendix.

The Safety Committee harnesses the experiences and perspectives from seasoned staff to ensure best practices geared towards minimizing exposure to injuries, incidents, and hazards. This expectation extends to our 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.

Projects are continually assessed by our Construction and Energy Optimization teams through both scheduled and unscheduled field inspections. These inspections analyze the overall Health and Safety of our workplace environments, utilized work practices, the equipment, 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.

While we hope our history of low fatalities and high consequence work-related injuries will continue, we are working towards developing a Health and Safety Plan for our Construction and Energy Optimization teams that consolidates and builds upon our existing management data.

In 2022, we are proud to report that there were 0 fatalities and 0 high consequence work-related injuries.
This is part of our continued commitment to prioritize our employee's health and safety and to avoid workplace injuries. We are prioritizing the following buckets as goals for our teams as we look forwards:

- Incorporation and development of individual training plans tailored to previous work experience
- Occupational analysis performance for each role identifying appropriate curriculum material
- Incorporation of introductory rotations for technicians within or near operational zones and mentorship from experienced staff
- Creating measurable training targets/assignments built from initial individual training plans, from a standardized source with a regular Health and Safety training program

I. Our standard courses are:

1. OSHA30
2. NFPA70E – Electrical Safety
3. NFPA70E – Arc Flash
4. Working Alone Safely
5. Basic First Aid
6. Personal Protective Equipment for construction
7. Driver Safety
8. Subsequent trainings programs/refreshers which are required by OSHA30

Enhancing training evaluation and follow-up and standardization of training time by employee category with special attention given to OSHA 30, tailored to individual progress/use-cases

I. Prioritization of 5-10 refresher trainings annually

Enhancing our active monitoring and evaluation of safety on-site through a formal Health & Safety Plan

- Standardization of template for emergency preparedness procedures as we scale
- Adherence to Company and Site-Specific Safety Plans and utilization of Job Hazard Analysis forms
- Formal delineation of managerial responsibility for health and safety issues
- Reliance on third party guidance for our industry specific operational guidelines and procedures
- Building out our data consolidation along these non-exhaustive areas as priorities so that we can create targets to enhance our Health and Safety performance

- Working at Heights
- Fire Safety
- Electrical Hazards
- Lone Working
Altus Power strives to support high standards of Human Rights. We are dedicated to support and uphold the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and other applicable human rights laws.

Our support for the Universal Declaration of Human Rights includes commitments to - respect for human dignity, non-discrimination, freedom from harassment and violence, fair working conditions, prohibiting child and forced labor, community impact, and access to remedy.

We strive to ensure that all our business operations respect the inherent dignity of the individual. We will treat every individual fairly, respecting their rights irrespective of their race, gender, religion, sexual orientation, age, nationality, or social or ethnic origin. We commit to providing a safe and healthy environment, free from harassment, violence, and intimidation.

We uphold the right to just and favorable work conditions, ensuring fair pay, reasonable working hours, and the right to join trade unions. We prohibit the use of child and forced labor in any part of our business operations. We commit to engage positively with the communities in which we operate, aiming to minimize our negative impacts and contribute to their well-being.

We ensure access to reporting channels for individuals and communities who could be adversely impacted by our operations.

While we cannot directly control all the human rights conditions for our suppliers, we seek to influence them through our Supplier Code of Conduct, which outlines labor standards and human rights commitments we expect to be upheld across our operations.

Since Human Rights and Community Impact was identified as a material topic for Altus Power, we are prioritizing efforts to increase our review process of human rights throughout our organization and also to track and report on our progress towards these commitments.
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. This past year we were active in supporting our community, participating in a number of local events including:

- Toys For Tots Toy Drive
- Boys and Girls Club 5k Run Fundraiser
- SoundWaters coastal trash clean-up
- Lower Fairfield County Food Drive
- Stamford Nature Center Volunteering Event

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.

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.

On a team-wide volunteer day we worked with SoundWaters to do a beach garbage clean-up. Our employees picked up debris and documented their findings. In the end, our Altus team cleared away 60 pounds of trash.

We continue to be active in our community and are always looking for more ways to get involved in local events and initiatives.
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 of our business endeavors.

We believe that governance is about people, processes and developing an appropriate culture that underpins the delivery of strong business performance without excessive risk. That strong governance is the foundation on which all resilient and successful companies are built.

Our view is that a company with good governance is better able to address the key risks that our business faces, including environmental and social issues.

The effectiveness of our Board is based on our sound board structure and the independence of our directors, to whom our management team is accountable to.

We also focus on the skills and experience of our directors to ensure that discussions and debate are appropriately informed from a range of perspectives.

Therefore, our Board of Directors has a broad range of perspectives, diversity of backgrounds, skills and experiences, and consists of a diverse group, with diversity of thought as well as 38% female members.

Currently, Christine Detrick is the independent chair of our Board of Directors. We believe separating the chair position from the role of chief executive officers avoids excessive concentration of powers, and allows our Co-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 exercising independent oversight of management, challenging and debating performance and strategic plans, setting the agenda for board meetings and the company, influencing succession planning and debating executive compensation.

Our Board believes that having separate positions is the appropriate leadership structure for us and demonstrates our commitment to good corporate governance. The Company has also regularly scheduled meetings of its non-management independent directors.

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.

Having a majority of independent directors is essential to aligning the interests of management with our shareholders and promoting accountability.

Our Board oversees the business and affairs of the Company and has three committees, each consisting of three independent members.

The Audit Committee assists the Board in ensuring we uphold the highest standards of financial integrity through transparent and compliant financial reporting, delivering accountability in the accounts, overseeing internal audit, as well as risk oversight.

The Compensation Committee seeks to deliver proper alignment of executive compensation with shareholders’ interests and corporate goals.

The 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.

The Nominating and Corporate Governance Committee aims to ensure that the Board overall is balanced and effective, ensuring that management is accountable.
Our Audit Committee is the primary owner of risk oversight over assurance of ESG information and monitors compliance with the Company’s Code of Ethics, as well as the Company’s overall enterprise risk management posture. The Audit Committee reviews the Company’s policies for enterprise risk assessment and risk management, and assesses the steps management has taken to control such risks to the Company, such as cybersecurity risks and other risks.

Our Nominating and Corporate Governance Committee has oversight around ESG efforts, including review of the Company’s strategies, activities and policies regarding environmental, social and governance-related matters and makes recommendations to the Board of Directors respect to ESG matters. This Committee also has oversight over how management integrates ESG into the business as well as how ESG aligns with compensation of the Co-Chief Executive Officers.

The Compensation Committee has oversight over ESG and how it aligns with executive compensation and human capital management.

The Compensation Committee sets the executive compensation philosophy and oversees and determines the compensation and benefits of our Co-Chief Executive Officers and other executive officers of the Company.

The Compensation Committee also oversees our management equity programs and is committed to providing an executive compensation program that supports the alignment of our management team’s interests with those of our stockholders. With respect to base salaries, short-term incentive compensation and long-term incentives, the Compensation Committee establishes the compensation mix, performance measures, goals, targets and business objectives based on the Company’s competitive marketplace.

In setting compensation, the Compensation Committee receives input from an independent compensation consultant, to design compensation that appropriately attracts, retains, and incentivizes executives who are able to execute on our vision of providing clean electric power to every home, business and electric vehicle with a focus on sustainable long-term growth.

In addition to base salary and short-term incentive compensation, typically in the form of annual cash bonuses, the Company grants stock-based awards under the 2021 Omnibus Incentive Plan, as amended (the “Incentive Plan”), which include awards with time-based and performance-based vesting. In addition, the NEOs are eligible to participate in the employee stock purchase plan on the same basis as all of our eligible employees. The Compensation Committee’s focus on stock-based compensation is designed to promote the Company’s interests and align executive incentives with the interests of our stockholders.

The short-term incentive compensation paid to our named executive officers, our Co-Chief Executive Officers, Chief Financial Officer and Chief Construction Officer, is contingent upon the achievement of certain financial and non-financial metrics. 80% of the award was based on achieving 2022 adjusted EBITDA of $60 million and 20% was based on achieving individual non-financial metrics, e.g. individual performance and contributions. ESG metrics, such as diversity equity and inclusion, are incorporated into the non-financial metrics for certain executive officers.

The Compensation Committee and our Board Chair evaluate the achievement of such goals for the named executive officers on an annual basis.
Board Oversight

Director Education Series

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, for the second year in a row, 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 solar project origination, deal structuring and finance, development and our strategic partners, energy optimization, sustainability, overview of the solar industry and the competitive landscape, Community Solar, the Altus digital experience, cybersecurity and corporate governance.

These sessions are presented by our leaders throughout the various departments at Altus, as well as external speakers with expertise in their relevant areas, and have provoked thoughtful discussions about our business, our industry, and our operations. 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.

Here is a summary of the topics covered in the Director Education Series:

- Origination – Part II
- Public Company Board Overview and Recent Trends
- Corporate Governance and Public Company Board Responsibilities – Part II
- Investor Relations
- The Solar Industry and Competitive Landscape
- Community Solar – Part II
- Cybersecurity and Digital Technology – Part II
- Energy Optimization – Part II
- Accounting Principles
- Data Analytics
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 Sustainability Officer and Chief Legal Officer, Sophia Lee, leads Altus’ sustainability program as well as 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 leads our Corporate Social Responsibility team in developing our ESG goals and the processes to measure and track our progress on those goals. Sophia also leads our Enterprise Risk Management team.

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.

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.
We have adopted a codified set of guidelines for good governance, which promotes accountability and alignment. 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.

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.

The Code of Business Conduct and Ethics was adopted in order to promote:

- Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
- Full, fair, accurate, timely and understandable disclosure in reports and documents that the Company files with, or submits to, the Securities and Exchange Commission (the “SEC”), and in other public communications made by the Company;
- Compliance with applicable governmental laws, rules and regulations;
- The prompt internal reporting of violations of this Code to an appropriate person or persons identified herein; and
- Accountability for adherence to this Code.

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 workplace 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 signs 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 and that they are not serving on Boards of competing companies. In addition, 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, which is any financial transaction, arrangement or relationship or series of similar transactions, arrangements or relationships in which the aggregate amount involved exceeds or is expected to exceed $120,000 in any fiscal year, the Company or any of its subsidiaries is a participant, and any Related Person has or will have a direct or indirect interest.
Anti-Corruption

At Altus Power, our business is built on a foundation of trust with our customers and partners. We firmly oppose all forms of corruption, including bribery, extortion and fraud. Bribery is defined as offering, giving, receiving, or soliciting anything of value to influence the actions of an individual or organization in a position of power.

Corruption refers to the misuse of entrusted power for personal or company gain. These definitions extend to all areas of our operations, from procurement and supply chain management to power sales and regulatory compliance.

Our Anti-Corruption policy outlines that no employee, or anyone acting on our behalf, is permitted to engage in corruption, bribery, or any other form of unethical business practice. More specifically, our policy prohibits employees from engaging in any behaviors that would entail an abuse of entrusted power for private gain or otherwise make improper or unauthorized payments to third parties.

Our policy provides for (1) prior approval for any travel and lodging expenses, gifts, meal and entertainment expenses, (2) due diligence and documentation of any red flags associated with any third-party intermediaries, (3) guidelines for charitable contributions by our company and (4) guidelines for political contributions by individual employees in their independent capacities. We have updated our policy to further define prohibited conduct within this reporting period.

Employees are encouraged to refer to the Altus Employee Handbook or contact the Legal or Talent Management department for guidance on acceptable behavior when unsure. There have been no incidents identified, investigated, or prosecuted pursuant to our policy during this reporting period.
Corporate Social Responsibility Committee

The Company’s Corporate Social Responsibility Committee leads the establishment of our ESG policies, goals and strategy. The Corporate Social Responsibility Committee is lead by Sophia Lee, our Chief Sustainability Officer, whose appointment this year demonstrates the company’s commitment to sustainability and ESG practices throughout the organization.

Sophia is joined by two other executives on the Corporate Social Responsibility Committee; 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 Corporate Social Responsibility 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 Corporate Social Responsibility 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, which in turn reports to the Board which has ultimate oversight of ESG matters. Additionally, the Corporate Social Responsibility Committee is responsible for the production of the annual sustainability report.

“At Altus Power, sustainability is the very core of our digital innovation. From developing transformative products that empower our customers to embrace sustainability, to fortifying our digital and technological processes with unwavering security and reliability, we affirm our commitment to a greener, brighter future.”

Julia
Chief Digital Officer
Our Board has an active role, as a whole and also at the committee level, in overseeing the management of our risks. Our Board is responsible for general oversight of risks and regular review of information regarding our risks, including credit risks, liquidity risks and operational risks.

The Compensation Committee is responsible for overseeing the management of risks associated with our compensation policies and practices. The Audit Committee is responsible for overseeing the management of risks relating to accounting matters and financial reporting. The Nominating and Corporate Governance Committee is responsible for overseeing the management of risks associated with potential conflicts of interest.

Although each committee is responsible for evaluating certain risks and overseeing the management of such risks, the entire Board is regularly informed through discussions from committee members about such risks.

The Board believes that any leadership structure that it adopts must allow it to effectively oversee the management of the risks relating to our operations. The Board of Directors believes its current leadership structure enables it to effectively provide oversight with respect to such risks.

Altus Power’s Enterprise Risk Management (ERM) program is a regular, systematic analysis of the risks and opportunities facing the business. We have established an Enterprise Risk Management Committee, comprised of members of executive management across the company, which meets with the risk owners in the various business and operational groups of the company to determine the key risks facing the company and to assess the likelihood and impact of such risks as well as the company’s risk management capability and tolerance level for such risks.

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. The Enterprise Risk Management Committee reviews such risk registry with the Board of Directors, which has oversight over the management of these risks.
At Altus Power, Inc., we recognize the importance of maintaining business continuity and effectively managing crises to ensure the well-being of our stakeholders, the resilience of our operations, and our commitment to corporate responsibility.

We believe that robust business continuity planning is essential to minimize disruptions and maintain the smooth operation of our business. We are establishing a business continuity framework that encompasses all critical functions and operations. This framework includes the development and testing of business continuity plans, ensuring redundancies, and implementing effective communication protocols. Our plans will be regularly reviewed, updated, and communicated to all relevant stakeholders. Here are the key highlights of our business continuity initiatives:

**A. Risk Assessment and Mitigation:**
We understand that proactive risk assessment is crucial for identifying potential threats and vulnerabilities. We are conducting a comprehensive risk assessment to identify potential threats and vulnerabilities to our business.

Based on the findings, we are implementing appropriate measures to mitigate these risks, ensuring the continuity of critical functions.

**B. Business Impact Analysis:**
We are conducting a thorough analysis of the potential impact of disruptions on our operations.

This analysis enabled us to prioritize critical processes, allocate necessary resources, and develop recovery strategies for efficient business continuity.

**C. Communication and Training:**
We recognize the importance of effective communication during times of crisis.

To ensure preparedness, we will conduct regular training sessions and workshops for our employees to enhance their understanding of business continuity plans and their respective roles.

**D. Testing and Evaluation:**
We regularly test and evaluate our business continuity plans through simulated scenarios.

These exercises helped us identify gaps, refine our strategies, and ensure the readiness of our teams in responding to crises.
Crisis Management

We understand that crises can occur unexpectedly, and how we respond to them can significantly impact our reputation and stakeholder trust. Our crisis management team works tirelessly to assess, respond, and mitigate the impacts of any crisis. We will effectively communicate with employees, customers, and suppliers to ensure the continuity of essential services and minimize disruptions. Here are the key initiatives we implemented for effective crisis management:

A. Crisis Response Team:
We are establishing a dedicated crisis response team comprising people from various departments. This team is responsible for swiftly responding to crises, coordinating actions, and ensuring effective communication internally and externally.

B. Stakeholder Engagement:
We believe in transparent and proactive communication with our stakeholders during crises. We are developing protocols and channels to provide regular updates to employees, customers, suppliers, and other key stakeholders, ensuring that accurate information reaches them promptly.

C. Business Recovery Strategies:
We are developing robust recovery strategies to enable us to bounce back quickly after a crisis. These strategies include alternative sourcing, contingency plans for critical functions, and collaboration with external partners to minimize disruptions and restore normalcy.

D. Continuous Improvement:
We are committed to continuous improvement in our business continuity and crisis management practices. We will conduct post-crisis evaluations to identify areas for improvement and incorporate lessons learned into our plans and procedures. We actively seek feedback from stakeholders to refine our strategies and enhance our resilience.

At Altus Power, we are committed to maintaining business continuity and effectively managing crises. By implementing comprehensive business continuity planning and crisis management strategies, we aim to protect the interests of our stakeholders, safeguard our operations, and uphold our corporate responsibility. By continually strengthening our risk management processes, we are better equipped to navigate crises we might face.
At Altus Power, we understand the critical role cybersecurity plays in ensuring the sustainability of our operations, protecting our stakeholders’ information, and maintaining the trust of our customers, employees, and partners. Protecting our digital assets and ensuring the privacy and safety of our data are essential components of our overall sustainability strategy.

We are committed to prioritizing cybersecurity measures and continuously improving our systems to address emerging threats and risks. The following cybersecurity practices and initiatives emphasize our commitment to protecting sensitive data, maintaining operational continuity, and ensuring trust in our digital infrastructure.

We are developing a robust cybersecurity risk management framework that aligns with industry standards and best practices. Our cybersecurity governance structure includes a dedicated team responsible for developing and implementing policies, procedures, and controls to mitigate risks.

We have started to conduct regular risk assessments and leverage threat intelligence to identify vulnerabilities and potential cyber threats. Our cybersecurity program is overseen by our executive leadership team and the board of directors, ensuring adequate attention and resources are allocated to cybersecurity initiatives.

Protecting the confidentiality of data is of utmost importance to us. We have implemented a comprehensive data protection program that covers data classification, encryption, access controls, and data retention policies. We comply with applicable data protection and privacy laws and regulations. We regularly review and update our data protection practices to stay ahead of evolving privacy requirements and expectations.

We maintain a robust IT infrastructure that is designed to withstand cyber threats and disruptions. Our network security measures include firewalls, intrusion detection systems, and real-time monitoring to identify and respond to potential security incidents promptly. We use leading encryption technologies to secure data transmission, both internally and externally. Additionally, we conduct periodic vulnerability assessments and penetration testing to identify and address potential weaknesses in our systems.

Our commitment to cybersecurity begins with reliable digital infrastructure. We invest in our hardware, software, and network systems to best protect against unauthorized access, data breaches, and other cyber threats. We regularly update and review our systems to ensure we have the latest security enhancements.

We recognize that our employees play a crucial role in maintaining our cybersecurity. To build cybersecurity awareness, we require mandatory training and education programs to teach employees about common cyber threats, phishing attacks, and best practices for protecting sensitive information. In the event of a cybersecurity incident, we have a well-defined incident response plan that outlines the roles and responsibilities of key stakeholders, including IT teams, legal counsel, and communication experts. The incident response plan will also guide employees in responding to cybersecurity incidents promptly and effectively. This ensures a coordinated and timely response to minimize the impact of any potential breach.

At Altus Power, we recognize the critical importance of cybersecurity in our pursuit of sustainability. We are fully committed to maintaining the highest standards of cybersecurity to protect our stakeholders’ information and preserve the integrity of our operations. By investing in security measures, promoting employee awareness, and continuously improving our systems, we strive to remain resilient in the face of evolving cyber threats. We believe that a strong cybersecurity program can protect our assets and enhance the trust and confidence our stakeholders place in our organization.

The company has not experienced any data breaches in the last three years.
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 and all incidents are reported to the Audit Committee / Board of Directors on a quarterly basis.

In 2022, the Altus Cares Hotline received 0 reported incidents of discrimination, compliance or ethics violations. We will continue to put our best foot forward to provide an inclusive, ethical, and professional workplace.

Customer Support

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.
Forward Looking Statements

The following report for Altus Power, Inc. ("Altus Power" or the "Company") has been prepared by Altus Power’s management.

You should read the presentation together with our consolidated financial statements and related notes appearing in our 2022 Annual Report on Form 10-K filed with the Securities and Exchange Commission (SEC) on March 30, 2023 (the "2022 Annual Report on Form 10-K") and our first quarter ended March 31, 2023 Quarterly Report on Form 10-Q filed with the SEC on May 15, 2023. Any references in this section to "we," "our" or "us" shall mean Altus Power.

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 2022 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.

All rights to the trademarks, copyrights, logos and other intellectual property in this presentation belong to their respective owners and Altus Power’s use thereof does not imply an affiliation with, or endorsement by the owners or such trademarks, copyrights, logos or other intellectual property.

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 Power and is not intended to form the basis of an investment decision in Altus Power.

All subsequent written and oral forward-looking statements concerning Altus Power or other matters and attributable to Altus Power or any person acting on its behalf are expressly qualified in their entirety by the cautionary statements above.
<table>
<thead>
<tr>
<th>GRI STANDARD</th>
<th>DISCLOSURE</th>
<th>LOCATION</th>
</tr>
</thead>
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<tr>
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<td>2-1 Organizational details</td>
<td>Form 10-K</td>
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<td></td>
<td>2-1-a report its legal name;</td>
<td>Altus Power, Inc.</td>
</tr>
<tr>
<td></td>
<td>2-1-b report its nature of ownership and legal form;</td>
<td>Form 10-K (p.1)</td>
</tr>
<tr>
<td></td>
<td>2-1-c report the location of its headquarters;</td>
<td>Form 10-K (p.33)</td>
</tr>
<tr>
<td></td>
<td>2-1-d report its countries of operation.</td>
<td>United States</td>
</tr>
<tr>
<td></td>
<td>2-2 Entities included in the organization's sustainability reporting</td>
<td>Form 10-K</td>
</tr>
<tr>
<td></td>
<td>2-3 Reporting period, frequency and contact point</td>
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<tr>
<td></td>
<td>2-4 Restatements of information</td>
<td>Sustainability Report: Measuring GHG Emissions</td>
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<tr>
<td></td>
<td>2-5 External assurance</td>
<td>The data has been internally reviewed however it has not been externally assured.</td>
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<tr>
<td></td>
<td>2-6 Activities, value chain and other business relationships</td>
<td>Form 10-K</td>
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<td></td>
<td>2-7 Employees</td>
<td>Sustainability Report: Social Overview, Appendix</td>
</tr>
<tr>
<td></td>
<td>2-8 Workers who are not employees</td>
<td>Sustainability Report: Appendix</td>
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<tr>
<td></td>
<td>2-9 Governance structure and composition</td>
<td>Sustainability Report: Corporate Governance</td>
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<td>2-10 Nomination and selection of the highest governance body</td>
<td>Sustainability Report: Corporate Governance</td>
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<td>2-11 Chair of the highest governance body</td>
<td>Sustainability Report: Corporate Governance</td>
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<tr>
<td></td>
<td>2-12 Role of the highest governance body in overseeing the management of impacts</td>
<td>Sustainability Report: Corporate Governance, ESG Oversight</td>
</tr>
<tr>
<td></td>
<td>2-13 Delegation of responsibility for managing impacts</td>
<td>Sustainability Report: Corporate Governance, ESG Oversight</td>
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<td>GRI STANDARD</td>
<td>DISCLOSURE</td>
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<td>2-14 Role of the highest governance body in sustainability reporting</td>
<td>Sustainability Report: Corporate Governance, ESG Oversight, Oversight of Sustainability</td>
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<td>2-15 Conflicts of interest</td>
<td>Sustainability Report: Code of Business Conduct and Ethics</td>
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<td>2-16 Communication of critical concerns</td>
<td>Sustainability Report: Community Relations</td>
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<td>2-17 Collective knowledge of the highest governance body</td>
<td>Sustainability Report: Corporate Governance, Board Oversight</td>
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<td>2-18 Evaluation of the performance of the highest governance body</td>
<td>Sustainability Report: Corporate Governance</td>
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<td>2-19 Remuneration policies</td>
<td>Sustainability Report: ESG Oversight</td>
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<tr>
<td></td>
<td>2-20 Process to determine remuneration</td>
<td>Sustainability Report: ESG Oversight</td>
</tr>
<tr>
<td></td>
<td>2-22 Statement on sustainable development strategy</td>
<td>Sustainability Report: Letter from our CEOs, Letter from our CSO</td>
</tr>
<tr>
<td></td>
<td>2-23 Policy commitments</td>
<td>Sustainability Report: Goals, Human Rights</td>
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<td></td>
<td>2-24 Embedding policy commitments</td>
<td>Sustainability Report: Environmental Impact, Social Overview, Corporate Governance</td>
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<tr>
<td></td>
<td>2-25 Processes to remediate negative impacts</td>
<td>Sustainability Report: Environmental Impact, Social Overview, Corporate Governance</td>
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<td></td>
<td>2-26 Mechanisms for seeking advice and raising concerns</td>
<td>Sustainability Report: Community Relations</td>
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<td>2-27 Compliance with laws and regulations</td>
<td>Sustainability Report: Code of Business Conduct and Ethics</td>
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<td>2-28 Membership associations</td>
<td>Sustainability Report: Life Cycle Analysis - End of Life Considerations, Community Relations</td>
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<td>2-29 Approach to stakeholder engagement</td>
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<td><strong>GRI 3: Material Topics 2021</strong></td>
<td>3-1 Process to determine material topics</td>
<td>Sustainability Report: Materiality Assessment</td>
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<td>3-2 List of material topics</td>
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<td>3-3 Management of material topics</td>
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<td>GRI STANDARD</td>
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<td>LOCATION</td>
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<td>205-1 Operations assessed for risks related to corruption</td>
<td>Sustainability Report: Code of Business Conduct and Ethics</td>
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<td>205-2 Communication and training about anti-corruption policies and procedures</td>
<td>Sustainability Report: Code of Business Conduct and Ethics</td>
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<td>205-3 Confirmed incidents of corruption and actions taken</td>
<td>Sustainability Report: Code of Business Conduct and Ethics</td>
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<td>GRI 305: Emissions 2016</td>
<td>305-1 Direct (Scope 1) GHG emissions</td>
<td>Sustainability Report: Measuring GHG Emissions</td>
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<td></td>
<td>305-2 Energy indirect (Scope 2) GHG emissions</td>
<td>Sustainability Report: Measuring GHG Emissions</td>
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<td></td>
<td>305-3 Other indirect (Scope 3) GHG emissions</td>
<td>Sustainability Report: Measuring GHG Emissions</td>
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<td>305-4 GHG emissions intensity</td>
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<td>305-5 Reduction of GHG emissions</td>
<td>Sustainability Report: Measuring GHG Emissions</td>
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<td>GRI 401: Employment 2016</td>
<td>401-1 New employee hires and employee turnover</td>
<td>Sustainability Report: Appendix - Additional Information</td>
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<td>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>Sustainability Report: Benefits and Wellness</td>
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<td></td>
<td>401-3 Parental leave</td>
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<td>GRI 403: Occupational Health and Safety 2018</td>
<td>403-1 Occupational health and safety management system</td>
<td>Sustainability Report: Employee Health and Safety, Appendix - Safety Table</td>
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<td>403-2 Hazard identification, risk assessment, and incident investigation</td>
<td>Sustainability Report: Employee Health and Safety, Appendix - Safety Table</td>
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<td>403-3 Occupational health services</td>
<td>Sustainability Report: Employee Health and Safety, Appendix - Safety Table</td>
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<td>403-4 Worker participation, consultation, and communication on occupational health and safety</td>
<td>Sustainability Report: Employee Health and Safety, Appendix - Safety Table</td>
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<td>403-5 Worker training on occupational health and safety</td>
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<td>403-6 Promotion of worker health</td>
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<td>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</td>
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<td>403-8 Workers covered by an occupational health and safety management system</td>
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<td>403-9 Work-related injuries</td>
<td>Sustainability Report: Employee Health and Safety, Appendix - Safety Table</td>
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<td>403-10 Work-related ill health</td>
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<td>GRI 404: Training and Education 2016</td>
<td>404-1 Average hours of training per year per employee</td>
<td>Sustainability Report: Workforce Development, Employee Health and Safety</td>
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<td>404-2 Programs for upgrading employee skills and transition assistance programs</td>
<td>Sustainability Report: Workforce Development, Employee Health and Safety</td>
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<td></td>
<td>404-3 Percentage of employees receiving regular performance and career development reviews</td>
<td>Sustainability Report: Workforce Development, Employee Health and Safety</td>
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<td>GRI 405: Diversity and Equal Opportunity 2016</td>
<td>405-1 Diversity of governance bodies and employees</td>
<td>Sustainability Report: Diversity Equity and Inclusion, Appendix - Additional Information</td>
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<td>GRI 406: Non-discrimination 2016</td>
<td>406-1 Incidents of discrimination and corrective actions taken</td>
<td>Sustainability Report: Diversity Equity and Inclusion, Appendix - Additional Information</td>
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<td>GRI 413: Local Communities 2016</td>
<td>413: Local Communities</td>
<td>Sustainability Report: Environmental Impact, Philanthropy, Stakeholder Engagement</td>
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**2022**

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Other</th>
<th>Not Disclosed</th>
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<tbody>
<tr>
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<td>41</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Number of permanent employees</td>
<td>19</td>
<td>41</td>
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<td>Number of temporary employees</td>
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<tr>
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<td>Number of part-time employees</td>
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**Full Time Employees - Gender**

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<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
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<tbody>
<tr>
<td>2021</td>
<td>29</td>
<td>15</td>
<td>44</td>
</tr>
<tr>
<td>2022</td>
<td>41</td>
<td>19</td>
<td>60</td>
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**Full Time Employees - Ethnic Diversity**

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<tr>
<th>Ethnicity</th>
<th>2022</th>
<th>2021</th>
<th>2022</th>
<th>2021</th>
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<tbody>
<tr>
<td>White</td>
<td>36</td>
<td>82%</td>
<td>46</td>
<td>77%</td>
</tr>
<tr>
<td>Asian</td>
<td>3</td>
<td>7%</td>
<td>7</td>
<td>12%</td>
</tr>
<tr>
<td>Black</td>
<td>2</td>
<td>5%</td>
<td>3</td>
<td>5%</td>
</tr>
<tr>
<td>Latin</td>
<td>2</td>
<td>5%</td>
<td>4</td>
<td>7%</td>
</tr>
<tr>
<td>Two or More</td>
<td>1</td>
<td>2%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Total Employees</td>
<td>44</td>
<td>100%</td>
<td>60</td>
<td>100%</td>
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</table>
### Employee Turnover

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<thead>
<tr>
<th>Age</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>5</td>
<td>3</td>
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### Employee Incidence Report

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<tr>
<td>High consequence work-related injuries</td>
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<tr>
<td>Number of rate and recorded work-related injuries</td>
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### New Employee Hires - Breakdown

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<th>Female</th>
<th>Total</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>14</td>
<td>9</td>
<td>23</td>
<td>18</td>
<td>6</td>
</tr>
<tr>
<td>Total Composition</td>
<td>61%</td>
<td>39%</td>
<td>100%</td>
<td>75%</td>
<td>25%</td>
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### New Employee Hires - Ethnic Diversity

<table>
<thead>
<tr>
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<th>2022</th>
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<td>White</td>
<td>14</td>
<td>58%</td>
</tr>
<tr>
<td>Asian</td>
<td>5</td>
<td>21%</td>
</tr>
<tr>
<td>Black</td>
<td>2</td>
<td>8%</td>
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<tr>
<td>Latin</td>
<td>3</td>
<td>13%</td>
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<td>Two or More</td>
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<td>0%</td>
</tr>
<tr>
<td>Total Employees</td>
<td>24</td>
<td>100%</td>
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</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 all the GHG emissions associated with the construction of our solar projects and is limited to the disclosed Scope 3 emissions. For 2022, we included Scope 3 emissions related to business travel, employee commuting, and vegetation management / landscaping costs at our solar arrays.
### Office Employees and Field Technicians

<table>
<thead>
<tr>
<th>#</th>
<th>Workplace Safety Failure Categories:</th>
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<tr>
<td>1</td>
<td>Biological</td>
</tr>
<tr>
<td>2</td>
<td>Chemical</td>
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<td>3</td>
<td>Ergonomic</td>
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<tr>
<td>4</td>
<td>Physical</td>
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<tr>
<td>5</td>
<td>Psychosocial</td>
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<tr>
<td>6</td>
<td>Safety</td>
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### Field Technicians

<table>
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<th>#</th>
<th>Field Safety Hazards:</th>
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</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>
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<tr>
<td>5</td>
<td>Fire Prevention</td>
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<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>

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 B

The Safety Committee will review, evaluate, and make recommendations based on the following criteria:

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

### Table C

**OSHA Enforced Statutes**

<table>
<thead>
<tr>
<th>Statute</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>29 U.S.C. § 218C</td>
<td>Affordable Care Act</td>
</tr>
<tr>
<td>31 U.S.C. § 5323 (a)(5) &amp; (g) &amp; (j)</td>
<td>Anti-Money Laundering Act</td>
</tr>
<tr>
<td>42 U.S.C. § 7622</td>
<td>Clean Air Act</td>
</tr>
<tr>
<td>42 U.S.C. § 9610</td>
<td>Comprehensive Environmental Response, Compensation and Liability Act</td>
</tr>
<tr>
<td>15 U.S.C. § 7a-3</td>
<td>Criminal Antitrust Anti-Retaliation Act</td>
</tr>
<tr>
<td>42 U.S.C. § 5851</td>
<td>Energy Reorganization Act</td>
</tr>
<tr>
<td>21 U.S.C. § 399d</td>
<td>FDA Food Safety Modernization Act</td>
</tr>
<tr>
<td>33 U.S.C. § 1367</td>
<td>Federal Water Pollution Control Act</td>
</tr>
<tr>
<td>46 U.S.C. § 80507</td>
<td>International Safe Container Act</td>
</tr>
<tr>
<td>6 U.S.C. § 1142</td>
<td>National Transit Systems Security Act</td>
</tr>
<tr>
<td>29 U.S.C. § 660(c)</td>
<td>Occupational Safety and Health Act</td>
</tr>
<tr>
<td>49 U.S.C. § 60129</td>
<td>Pipeline Safety Improvement Act</td>
</tr>
<tr>
<td>42 U.S.C. § 300j-9(i)</td>
<td>Safe Drinking Water Act</td>
</tr>
<tr>
<td>18 U.S.C. § 1514A</td>
<td>Sarbanes-Oxley Act</td>
</tr>
<tr>
<td>46 U.S.C. § 2114</td>
<td>Seaman’s Protection Act</td>
</tr>
<tr>
<td>42 U.S.C. § 6971</td>
<td>Solid Waste Disposal Act</td>
</tr>
<tr>
<td>49 U.S.C. § 31105</td>
<td>Surface Transportation Assistance Act</td>
</tr>
<tr>
<td>26 U.S.C. § 7623(d)</td>
<td>Taxpayer First Act</td>
</tr>
</tbody>
</table>

[Statutes | Whistleblower Protection Program]
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