2025 Sustainability Report

California Flats Solar-plus-Storage Project
374 MWdc of Solar and 60 MW/240 MWh of Energy Storage
Monterey County, California

Contents

Letter From the CEO

2025 was a defining year for Arevon. One marked by execution, resilience, and a shared commitment to building responsibly. While my role has recently changed, my connection to this work has not. As Chief Operating Officer, I spent the past year deeply engaged with our teams, our projects, and our partners, supporting the progress reflected here while driving our continued growth. Now as Chief Executive Officer, I am building upon the momentum we have created across our portfolio.

In every function of our business, our teams delivered with exceptional commitment, advancing projects, strengthening partnerships, and deepening our focus on responsible growth. What stands out most is not only what we accomplished, but how we accomplished it: with safety always top of mind, integrity, respect, innovation, and a shared belief that reliable energy must benefit communities and landscapes.

Throughout the year, we enhanced our land stewardship efforts, advanced our approach to biodiversity, and strengthened community engagement. These efforts contributed to Arevon completing construction and achieving commercial operation on 1,714 megawatts (MW) of new capacity. Further, we closed $2.3 billion in project financing, integrated climate risk across the business, established our greenhouse gas (GHG) inventories, and expanded our development portfolio, laying the foundation for scalable growth. This progress reflects Arevon's Values in action and the care our people bring to meet America's growing energy needs in ways that support communities, steward the land, and keep our country secure and globally strong.

The year also tested our resilience. Navigating evolving regulatory environments, climate-driven complexities, and ongoing supply chain pressures required agility, clear communication, and a unified approach. Our team rose to the occasion. Each challenge reinforced our commitment to manage risk thoughtfully, lead with transparency, and hold ourselves accountable to the highest standards, highlighting sustainability not as a standalone initiative, but as a core element of our long-term strategy.

As we look ahead, Arevon remains guided by a simple truth: when we build with purpose and care, we create lasting value that extends far beyond a single project. Together, we are shaping a more resilient, equitable future for generations to come.

Justin Johnson
Chief Executive Officer

About Arevon

Our Company

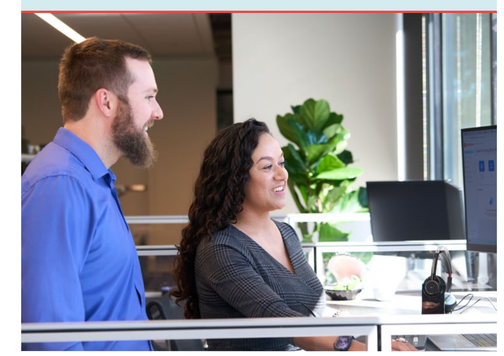
Arevon is a U.S. energy leader committed to powering America with affordable, reliable, and secure homegrown energy. The company's experienced and dedicated team develops, finances, builds, owns, and operates renewable energy projects nationwide. With a strong track record in utility-scale solar and energy storage, Arevon is a trusted partner to utilities and businesses seeking cost-effective, sustainable energy solutions. By prioritizing American manufacturing and domestic energy production, the company invests in U.S. jobs, strengthens local economies, and advances the country's energy independence.

Guided by safety, integrity, respect, and a shared commitment to the communities and land we serve, our team works together to build reliable energy solutions with care, responsibility, and innovation.

What We Do

Develop

Finance



Construct

Own and Operate

Our Values

- Safety
- Integrity
- Respect
- Community
- Stewardship
- Innovation

Our Portfolio

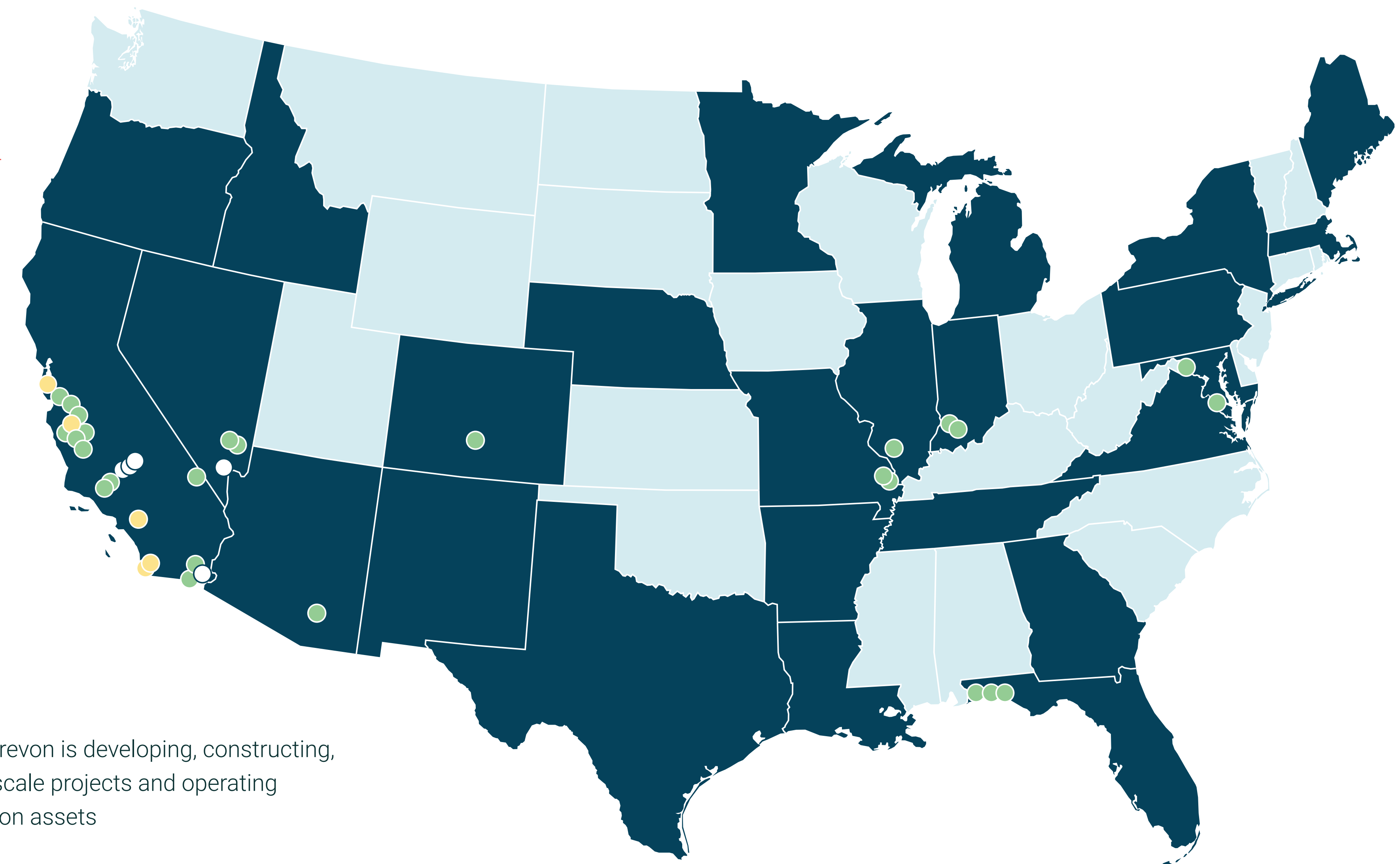
Arevon integrates technology across every stage of project development to enhance grid reliability, maximize energy output, and advance decarbonization. Arevon develops and operates utility-scale solar projects that form the foundation of our portfolio, delivering secure, low-cost energy across the grid. Our growing number of battery storage facilities build on this foundation, increasing flexibility, reducing operational curtailment, and strengthening grid resilience. When paired as solar-plus-storage, these technologies work together to stabilize power systems, support reliability during peak demand, and help prevent power outages. This integrated approach ensures our projects are designed not only to generate electricity, but to perform when it matters most.

As our portfolio continues to grow, our trajectory reflects a commitment to scaling with intention. As operational capacity increases and new projects progress through development and construction, we balance megawatt expansion with ethical supply chains, circularity, and environmental, social, and governance (ESG) standards. By combining technological innovation with responsible practices, Arevon demonstrates that the expansion of energy can be both high-performing and sustainable. The metrics that follow illustrate how this strategy translates into measurable impact.

A Nationwide Footprint of Success[1]

5.5+ GW
Owned and Operated at the End of 2025

1.1+ GW
Under Construction at the End of 2025



Solar

Energy Storage

Solar-plus-Storage

U.S. states where Arevon is developing, constructing, or operating utility-scale projects and operating distributed generation assets

[1]The map dots represent Arevon's utility-scale projects in operation or under construction as of December 31, 2025.

Sustainability at Arevon

Building a future where energy is **regenerative**, **resilient**, and **responsible**.

Sustainability is a core component of Arevon's business strategy and value creation. As a leading independent power producer, Arevon recognizes that delivering reliable energy at scale requires thoughtful stewardship of land and resources, strong relationships with communities, and infrastructure that supports sustainable growth.

In 2025, we formalized our sustainability framework to align our efforts with stakeholder expectations, regulatory requirements, and growth objectives. This framework provides a structured approach to strategically integrate ESG considerations throughout a project's lifecycle and the organization.

Grounded in insights from our materiality assessment (see page 7) and shaped by cross-functional collaboration, Arevon's sustainability framework focuses on three strategic pillars: Regenerative Stewardship, Resilient Communities, and Responsible Infrastructure.

This framework is supported by a robust ESG reporting and compliance roadmap, developed in collaboration with internal teams and external partners. Together, these elements enable measurable progress, strengthen risk management, and ensure sustainability considerations are integrated into project development, construction, and operation.

Our Framework

Regenerative Stewardship

Focusing on the long-term health of land, water, and ecosystems while reducing carbon impact.

Resilient Communities

Empowering people and supporting communities through safety, well-being, and connection.

Responsible Infrastructure

Building energy projects with integrity, quality, and environmental responsibility.

Materiality and Strategic Priorities

Materiality is the cornerstone of Arevon's sustainability strategy. In 2024, Arevon completed its second materiality assessment to reassess ESG risks and opportunities as the company continues to scale. Findings from this assessment informed the 2025 refresh of our sustainability framework, shaping strategic priorities, governance focus areas, and our reporting approach.

The assessment was designed to align Arevon's risk profile, stakeholder expectations, and strategic priorities to identify the material ESG issues most critical to business performance. Input from internal teams, external stakeholders, and industry benchmarks provided a comprehensive view of topics with the greatest potential impact on financial resilience, regulatory compliance, and company reputation.

Key material themes emerged, including biodiversity, climate resilience, responsible infrastructure development, and community engagement, with Arevon committed to delivering meaningful impact while managing risk in each of these areas. These insights underpin our sustainability framework and guide governance processes, investment decisions, disclosures, and partner engagement, ensuring that material ESG considerations remain embedded in business planning and decision-making.

In 2026, our focus shifts to implementation and execution, supported by enhanced oversight and accountability structures. Future materiality assessments will adopt a double materiality approach. This method considers both our impacts on people and the environment and the ways sustainability-related matters create financial risks and opportunities for the business. This aligns with evolving regulatory requirements, stakeholder expectations, and industry best practices.

Arevon's Material Topics

Regenerative Stewardship	Resilient Communities	Responsible Infrastructure
Climate	Workforce Development	Circularity (Recycling, Waste, and Water Management)
Ecosystem and Biodiversity	Health and Safety	Supply Chain Management
GHG Emissions	Community Engagement	

Ratts 1 Solar Project
191 MWdc
Pike County, Indiana

Governance Framework

Arevon's governance framework establishes clear oversight, accountability, and decision-making authority across the organization, supporting the integration of environmental and social considerations into business strategy and operations. Sustainability performance, emerging risks, and regulatory developments are reviewed periodically with executive leadership as part of broader business planning and enterprise risk management discussions. This governance structure enables consistent oversight, supports compliance, and ensures sustainability considerations are embedded into planning, risk management, and performance monitoring.

> "Accountability, transparency, and clear decision-making are what move sustainability from aspiration to execution."

Leah Eskinazi
Director, Corporate Compliance and Administration

Board

- Reviews Sustainability Report
- Reviews sustainability strategy and corporate goals

Executive Team

- Approves priorities and strategic direction
- Assigns accountability for implementation
- Provides sponsorship for sustainability initiatives

Sustainability Team

- Proposes strategy and policy development for sustainability initiatives
- Monitors requirements, standards, regulations, performance, and implementation
- Reports on data, targets, and compliance

2025 Highlights

These performance indicators demonstrate how Arevon is translating strategy into execution by strengthening operational capacity and organizational readiness to meet America's growing energy needs. The metrics track progress across our strategic framework, reflecting how we are integrating environmental stewardship, community considerations, and responsible operations into delivering reliable energy at scale.

2025 GRESB ESG Benchmark

2025 Top Workplaces

2025 Notable Leaders in Sustainability

View Arevon's awards on our website

From Strategy to Performance	Looking Ahead
Developed and Launched Land Stewardship Program	→ Implement program across the project lifecycle, develop a solar grazing pipeline, and increase partnerships with local farmers
Conducted First Emissions Inventory	→ Enhance emissions transparency by verifying Scope 1 and 2 data and expanding Scope 3 coverage
Completed First Climate Risk Assessment	→ Advance climate resilience by establishing a cross-functional working group that integrates climate risk assessment findings into business planning, risk management, and strategic decision-making
Brought Operations and Maintenance In-House to Strengthen Oversight	→ Reinforce our health and safety standards to further minimize incidents and maintain performance below industry averages
Achieved SEIA's DEIJ Gold Certification	→ Progress from Gold to Platinum-level certification from the Solar Energy Industries Association (SEIA) by strengthening our diversity, equity, inclusion, and justice (DEIJ) initiatives and practices
Delivered $58+ Million in Local Economic Benefits[2] Supported 250+ Community Engagement Events	→ Expand community partnerships to deepen engagement and local impact
Generated 7.4+ Million MWh Renewable Energy Drove 27% Increase in Operating Capacity Avoided 5.7 Million Metric Tons CO_2	→ Increase energy capacity to drive continued growth and impact
Recycled 5,300+ Solar Panels	→ Scale recycling initiatives to implement tracking and reporting of key metrics

[2]2025 Local Economic Impact: $58+ million ($3+ million in charitable contributions, $38+ million in landowner payments, $14+ million in local jurisdiction taxes, and $1+ million in state taxes).

Regenerative Stewardship

At Arevon, regenerative stewardship is more than a sustainability pillar; it guides how we engage with land, ecosystems, and communities. From the earliest stages of project development through long-term operations, we focus on restoring and, when possible, enhancing natural systems rather than simply minimizing our impact. We design our projects to support biodiversity, improve soil health, and sustain productive landscapes through initiatives such as pollinator habitats, agrivoltaics, and native vegetation restoration.

Our practices integrate multiple ESG considerations, including biodiversity and ecological impacts as well as climate and GHG emissions. By addressing these factors holistically, we aim to align ecological integrity with operational excellence. This creates enduring value for nature and communities, ensuring that every project leaves the land better than we found it.

Focusing on the long-term health of land, water, and ecosystems while reducing carbon impact.

In This Section

California Flats Solar-plus-Storage Project
374 MWdc of Solar and 60 MW/240 MWh of Energy Storage
Monterey County, California

Biodiversity and Ecological Impacts

Our Approach

At Arevon, being a good steward of the land is both a core responsibility and an opportunity to create lasting ecological and community impact.

We integrate project development with regenerative practices that aim to restore ecosystems, enhance biodiversity, and promote soil health. We collaborate with local community members and environmental experts to build site-specific plans that prioritize native and naturalized vegetation, wildlife-friendly design, and pollinator-friendly seed mixes. We also explore innovative solutions, such as agrivoltaics, to support productive landscapes and apply adaptive management strategies. These initiatives help ensure every project contributes to resilient ecosystems and shared prosperity.

Land Stewardship Pillars

Productive Landscapes

Supporting agriculture, ecology, and energy generation

Examples: solar grazing, pollinator habitat, apiaries

Resilient Ecosystems

Strengthening soil health and hydrology

Examples: native and naturalized species, cover cropping, soil monitoring

Biodiversity Protection

Protecting wildlife and restoring habitat connectivity

Examples: wildlife-friendly fencing, nesting sites

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Monterey County, California

Launching Land Stewardship to Address Biodiversity and Ecological Impacts

To address the material topic of biodiversity and ecological impacts identified through our materiality assessment, Arevon formally launched its Land Stewardship Program in 2025.

As our portfolio grows, so does the amount of land entrusted to our care. We recognize that this responsibility carries an expectation of excellence in how land is managed throughout the life of our projects.

Since its inception, Arevon has prioritized responsible land management and biodiversity protection, including multi-use approaches that keep land productive. The Land Stewardship Program builds on this foundation, bringing greater structure, consistency, and intention to how we integrate project development with ecological preservation and community collaboration across our portfolio.

Through practices such as seeding with native and naturalized seed mixes, soil monitoring, and wildlife-friendly infrastructure, we work to restore habitat, strengthen ecosystem health, and support resilient agricultural use. Through these efforts, we are better positioned to improve biodiversity outcomes, support local economies, and demonstrate that energy infrastructure can coexist with thriving ecosystems and strong communities.

As the program evolves, we will continue refining and expanding these practices to ensure the land under our care remains productive, ecologically resilient, and responsibly stewarded.

Strengthening Land and Communities Through Solar Grazing

Solar grazing is a key component of Arevon's multi-use land management approach, delivering operational, environmental, and community benefits.

We partner with local farmers and graziers to integrate sheep grazing into solar operations, supporting vegetation management, maintaining the land's agricultural use, and strengthening the viability of the American sheep industry. This practice supports soil health, reduces reliance on mechanical mowing, and contributes to biodiversity management, while creating economic opportunities for local agricultural communities.

In 2025, Arevon became a corporate sponsor of the American Solar Grazing Association (ASGA), a key industry organization advancing best practices, research, and collaboration between the solar and agricultural sectors. ASGA plays an important role in standardizing approaches, supporting graziers, and helping scale solar grazing across the industry.

As part of the Land Stewardship Program, solar grazing will continue to expand where conditions allow, guided by site-specific planning and long-term land stewardship goals.

2025 Metrics: Land Stewardship at Arevon

8+
Years of Solar Grazing Experience

11
Projects Supporting Livestock Grazing
(4 operating sites in partnership with local farmers and 7 sites in the pipeline)

20+
Projects Monitored

14
Projects Strengthening Biodiversity and Wildlife Protection

10
10 States in the Program

3
Projects Creating Habitat for Pollinators

Looking Ahead

Moving forward, the Land Stewardship Program will transition from foundational planning to active implementation, building on the work established in 2025. The next phase will focus on integrating stewardship practices across project lifecycles, strengthening team capabilities through targeted training, and advancing practical strategies — including vegetation and land management — that deliver ecological benefits. By formalizing processes and developing tools to support cross-functional coordination, Arevon will continue to reinforce its commitment to sustainable land management.

Emissions and Climate Management

Methodology and Organizational Boundary

Arevon's first GHG inventory was prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. This inventory applied the operational control approach to define its organizational boundary and includes emissions from Arevon's operational projects.

The 2024 inventory covered:

- Scope 1 direct emissions from owned or controlled sources
- Scope 2 indirect emissions from purchased electricity
- Scope 3 (partial) emissions from business air travel

Emissions data was collected from utility records, operational, and third-party activity, with emission factors applied based on recognized calculation methodologies. Scope 2 emissions are reported using both market- and location-based approaches, where applicable.

As Arevon advances our climate strategy, we will continue to refine our methodologies, expand Scope 3 coverage, and enhance data quality to support consistent, useful decision-making and reporting.

Our Approach

Arevon is committed to delivering reliable energy while minimizing our environmental footprint. We track and manage GHG emissions to ensure transparency, regulatory readiness, and continuous improvement.

Through the development, construction, ownership, and operation of utility-scale energy projects, Arevon directly supports the delivery of lower-carbon electricity. While the energy we generate delivers significant climate benefits, we recognize that our operations and value chain also emit greenhouse gases. Addressing these emissions is an important part of operating responsibly and strengthening our sustainability efforts.

Our approach is grounded in establishing a robust data foundation to inform decision-making and advance practices that reduce our carbon footprint. By strengthening our emissions accounting and climate risk management practices, we are building the systems needed to support a disciplined, data-driven shift to a low-carbon future.

In 2025, Arevon completed its first comprehensive greenhouse gas emissions inventory using 2024 data. This exercise was in accordance with the GHG Protocol, covering Scope 1 and 2 emissions across 32 operating projects and corporate offices in Arizona and New York.

While emissions data had been tracked historically, this effort marked the first protocol-aligned inventory with defined organizational boundaries and consistent methodologies.

Establishing this baseline provides the foundation for transparent, accurate emissions accounting and future target-setting. The inventory also supports Arevon's broader climate risk and disclosure efforts, including the development of its first climate-related disclosures aligned with the Task Force on Climate-related Financial Disclosures (TCFD).

Findings from the 2024 baseline confirmed that purchased electricity accounts for the majority of Arevon's operational emissions, while Scope 1 emissions are limited and largely attributable to a single, isolated sulfur hexafluoride (SF_6) release event. This SF_6 release resulted from the unexpected failure of an electrical breaker, an equipment malfunction rather than a systemic operational issue. SF_6 is a nonflammable gas commonly used in high-voltage electrical equipment for insulation and arc suppression, and while highly effective for safety and reliability, it has a high global warming potential when released into the atmosphere.

Routine fuel-related emissions from generators and vehicles remain minimal across the portfolio. These insights enable Arevon to prioritize actions that deliver the greatest impact as we formalize our climate strategy.

Emissions Breakdown

Emissions Reported in Metric Tons CO_2e ($MTCO_2e$)[3]

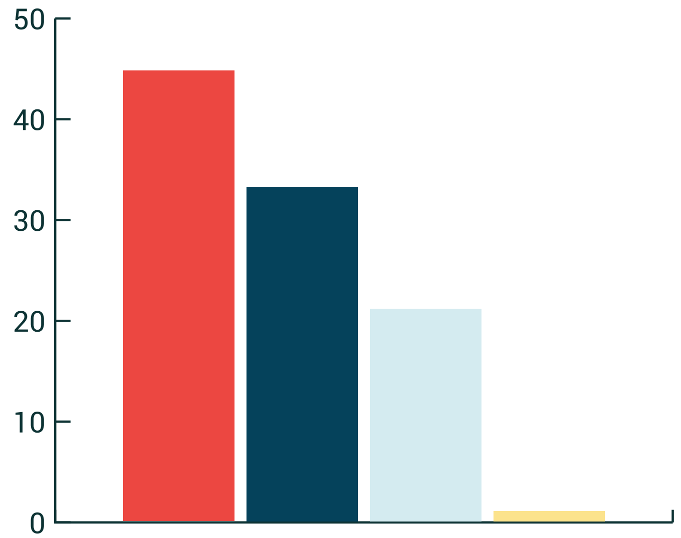
Emission Source Description		2024	2025
Scope 1	Direct emissions from owned or controlled sources	1,527	243
Scope 2	Indirect emissions from purchased electricity	2,337	7,035 (location-based) 7,094 (market-based)
Scope 3 (Partial)	Emissions from business air travel	809	866

[3]$MTCO_2e$ (metric tons of carbon dioxide equivalent): A unit used to measure greenhouse gas emissions by expressing their warming impact as the equivalent amount of carbon dioxide.

Mitigating Operational Emissions Through Global Climate Investments

Arevon continued to reduce our environmental footprint in 2025 by partnering with Sustainable Travel International to address emissions from our business air travel and office energy use. Through this collaboration, our contribution was distributed across their Climate Impact Portfolio, supporting six initiatives spanning forestry, renewable energy, blue/teal carbon, and innovative climate technology projects. Together, these investments not only offset our business travel and office energy use emissions, but also drove measurable climate solutions in communities and ecosystems around the world.

2025 Investment Distribution by Project Type



- Forestry: 44.7%
- Renewable Energy: 33.2%
- Blue/Teal Carbon: 21.1%
- Innovative Climate Technology: 1%

From Risk Identification to Resilience Action: Arevon's First Climate Risk Assessment

In 2025, Arevon published its inaugural Climate-related Disclosures Report aligned with the TCFD. This report reflects our commitment to transparency, robust risk management, and climate strategy.

We completed our first comprehensive climate risk assessment, evaluating both physical risks such as extreme heat, wildfire, flooding, and severe weather and transition risks – including policy, market, and supply chain shifts, under multiple future climate scenarios. Guided by a cross-functional TCFD Steering Committee, this assessment informed our resilience planning and investment strategy, helping us understand current exposures and prepare for medium- and long-term impacts. Insights from the 2025 assessment will continue to shape our resilience roadmap, enhance disclosure quality, and integrate climate considerations into enterprise decision-making.

View Arevon's TCFD Report on our website

Kelso Solar Project
430 MWdc
Scott County, Missouri

Looking Ahead

Completing Arevon's first protocol-aligned GHG inventory establishes a strong baseline for the company's ongoing sustainability efforts. Building on this foundation, Arevon will implement an annual inventory cadence, beginning with 2025 figures, to further strengthen data quality and coverage.

In 2026, Arevon will formalize its GHG reduction strategy, informed by our findings and operational insights. Planned actions include mapping and prioritizing material Scope 3 emissions categories, enhancing tracking of fuel use across self-operated assets, developing standard operating procedures for SF_6 management, and obtaining third-party limited assurance to support data credibility and meet external reporting expectations.

Resilient Communities

Strong, resilient communities are built through a relentless focus on health and safety, collaborative partnerships, and consistent, transparent engagement. This pillar guides how we protect those working on and around our infrastructure, support our people, and maintain trusted relationships across the full project lifecycle.

From development through long-term operations, we invest in safety systems, workforce development, and community engagement practices that are designed to be proactive, locally informed, and sustained over time. Each project is supported by tailored engagement and giving strategies, while internal programs prioritize a culture of safety and accountability as well as employee well-being and training.

This approach integrates key material ESG topics. Together, these efforts strengthen organizational resilience, reduce operational risk, and help ensure Arevon's projects deliver reliable energy while contributing positively to the people and places that host them.

Empowering people and supporting communities through safety, well-being, and connection.

In This Section

People and Culture

Our Approach

Our people are the cornerstone of Arevon's success today and our ability to grow and deliver on our goals in the future.

As a rapidly scaling independent power producer, attracting, developing, and retaining talent is critical to helping address the nation's growing energy demand and operating responsibly at scale.

We believe a safe, inclusive, and empowering workplace is essential to both individual and organizational growth. We foster a culture where employees feel valued, supported, and equipped to succeed, and their skills, creativity, and perspectives drive innovation and advance Arevon's portfolio across the country.

Diversity, equity, inclusion, and justice are embedded in our approach to building a robust workforce. Through intentional policies, programs, and leadership practices, we encourage employees to bring their authentic selves to work and invest in a culture built on trust, respect, and shared accountability. As we grow, we continue to evolve our systems, management capabilities, and talent strategies to support long-term performance and resilience.

2025 Employment Results

313
Employees

69
New Hires

13%
Turnover

Eagle Shadow Mountain Solar Project
383 MWdc
Clark County, Nevada

Scaling With Intention: Building the Team Powering Arevon's Portfolio

As Arevon continues to grow, we remain focused on building a strong, connected, and empowered workforce to support our expanding portfolio. In 2025, we finalized a Long-Term Incentive Plan (LTIP) as part of our broader commitment to employee engagement, retention, and career development. Eligible to all employees upon their start date, the LTIP allows team members to share in the value created through Arevon's success, reinforcing a culture of shared achievement while ensuring our people remain at the center of our momentum.

Maintaining connection and belonging is equally critical as we expand. Arevon's Affinity Groups play a vital role in fostering inclusive spaces where individuals can connect, share experiences, and support one another across teams. As part of our broader DEIJ strategy, we continued to invest in these groups in 2025, recognizing their value as forums for dialogue, professional development, and community building.

To further support our growth, Arevon invested in onboarding, leadership development, and professional training to ensure employees are equipped to succeed from day one and throughout their careers. In 2025, we expanded our onboarding program to better align new hires with Arevon's culture, Values, projects, and priorities. Our leadership development efforts similarly prepared managers to guide teams effectively, navigate complexity, and support career advancement.

Affinity Groups in Action

In 2025, Arevon's Affinity Groups hosted 40 events, including guest speakers, lunch and learns, community donation drives, and an Earth Day cleanup — strengthening connections and extending impact beyond the workplace.

50+
Employees Completed Our Expanded Onboarding Program

50+
Managers Completed Our PowerUp Leadership Training

Arevon's 2025 Annual Conference — building a strong, connected, and empowered workforce.

Equity in Action: Advancing Representation and Inclusion

Equity at Arevon is reflected in both how we show up for our people and how we measure progress. At the end of 2025, our workforce was composed of roughly 61% men and 39% women, with leadership representation at 57% men and 43% women, an important indicator of how inclusion translates into opportunity at all levels of the organization. These insights help inform where we focus our efforts, from leadership development and equitable hiring practices to continued support for Affinity Groups. Together, these actions reinforce a workplace where access, advancement, and a sense of belonging are actively supported as the company grows.

In 2025, Arevon strengthened its commitment to DEIJ by advancing its engagement with the SEIA DEIJ Certification Program. Building on the milestone of achieving Silver Certification in 2024, the company achieved Gold Certification. This progress demonstrates a meaningful integration of equity within our policies, programs, and culture. It is supported by collaboration across functions, leadership engagement, and continued investment in inclusive practices, such as Affinity Groups that promote belonging and connection.

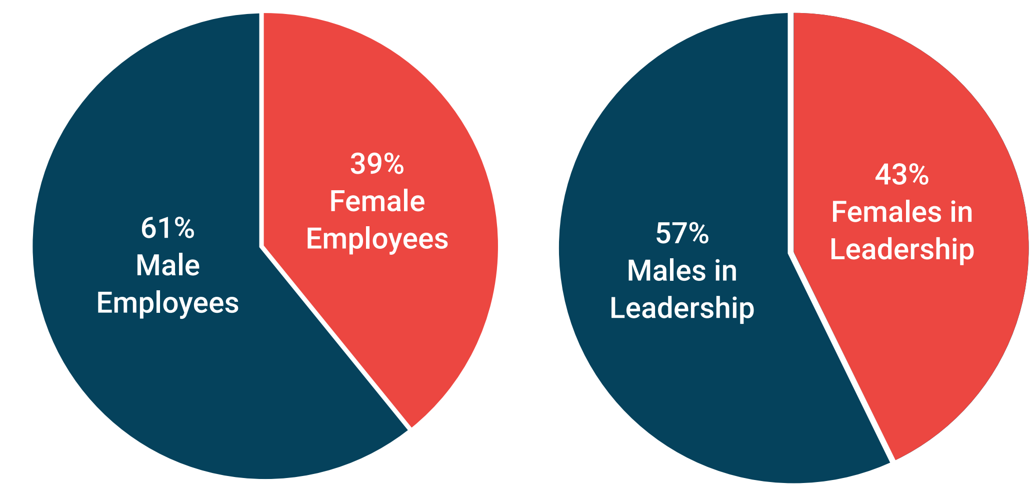
Building on a Strong Foundation: Rising Female Leadership and Broader Workforce Diversity

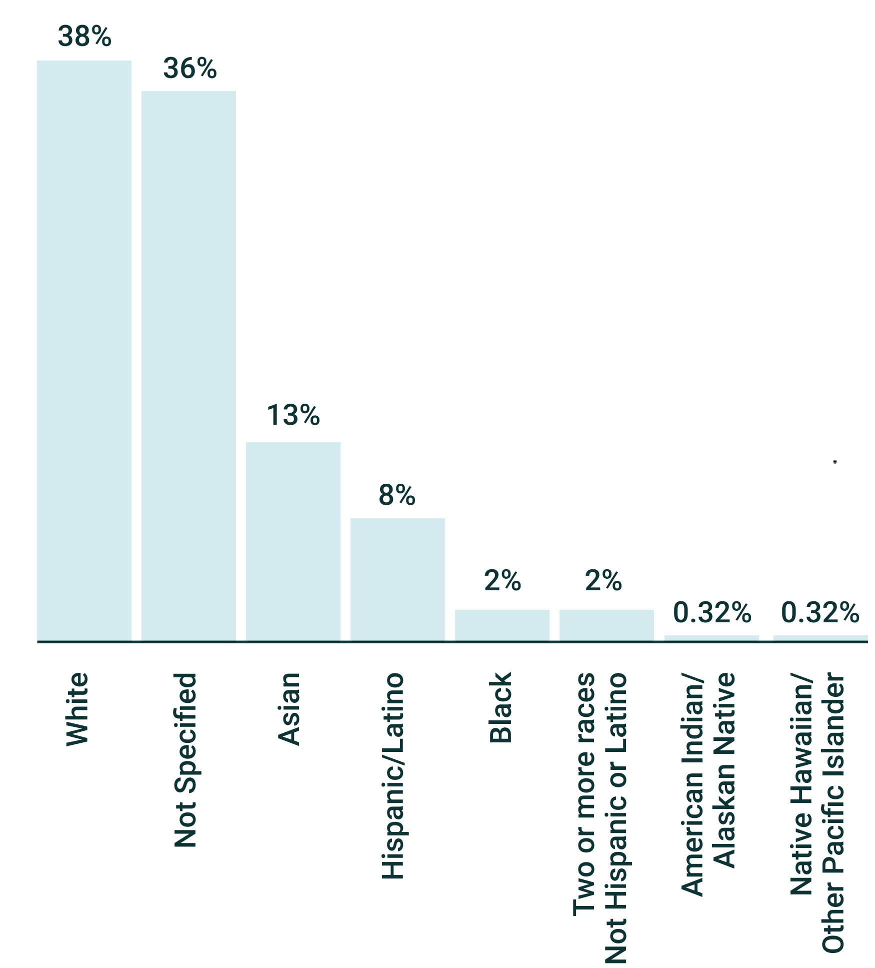
From 2024 to 2025, overall gender representation across Arevon's workforce remained steady, with the proportion of female and male team members remaining largely unchanged. Among leadership roles, defined as Director-level and above, women held 35% of these positions in 2024 and 43% in 2025, representing an 8% increase and showing continued progress in advancing women's leadership.

Hiring activity in 2025 also broadened workforce representation, increasing diversity across age and gender categories. In parallel, more employees voluntarily reported their race and ethnicity, improving data completeness and providing greater visibility into the organization's diversity landscape.

Together, these trends reflect stable gender balance, rising female leadership, a broader demographic representation through inclusive hiring, and more robust workforce data driven by increased voluntary disclosure.

Our Representation





Health and Safety

Our Approach

At Arevon, the health, safety, and well-being of our people and partners is our highest priority.

We put safety first in every action and decision and actively maintain and enhance our EHS plans to ensure they remain current, effective, and aligned with industry-leading standards. Safety is embedded into each phase of our projects' lifecycle through proactive risk management, clear accountability, and a culture that prioritizes prevention over reaction.

Incidents are promptly documented, reviewed, and addressed to support timely corrective action, accountability, and continuous learning. The ESG Committee evaluates all reported events and informs the Board when appropriate. This thorough review process promotes transparency and strengthens our ability to mitigate risks and prevent future occurrences.

A major milestone in 2025 was the launch of Arevon's first self-perform operations and maintenance (O&M) program across three solar sites in Florida: Gulf I, Gulf II, and Gulf III. This strategic shift represents an exciting evolution in how we steward our assets and support operational excellence. Arevon brought O&M in-house to improve reliability, strengthen quality control, and enhance responsiveness in the field.

In preparation for this shift, Arevon hired a full-time O&M Safety Manager to support site activities. Additional work included writing new policies and providing electrical safety training, ensuring the technicians have the tools to succeed and work safely.

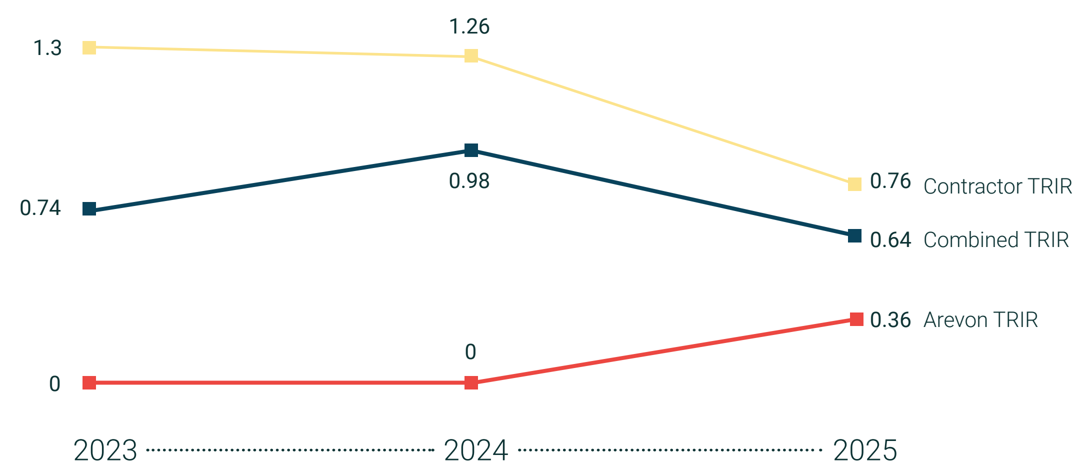
Condor Energy Storage Project
200 MW/800 MWh
Grand Terrace, California

Growing Capability, Strong Performance: Arevon Sustains Low Incident Rates While Launching In-House Operations

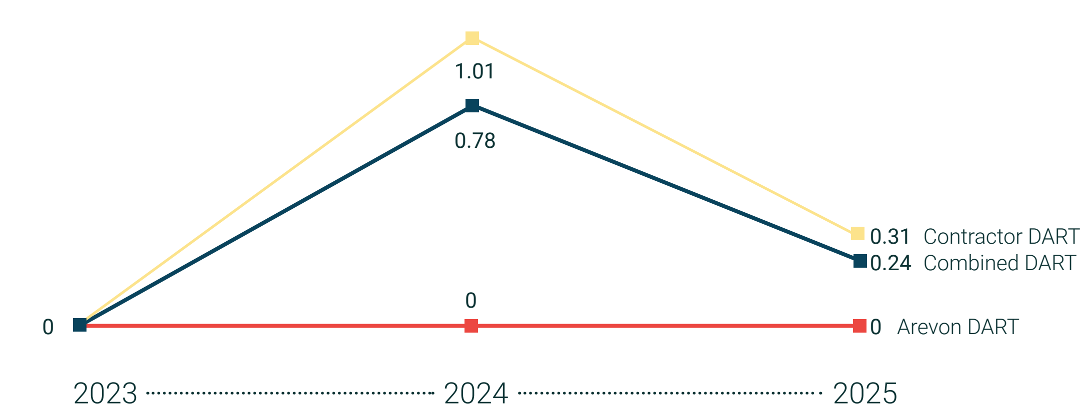
By bringing O&M in-house, Arevon increased direct oversight of day-to-day field activities, enabling stronger alignment with our safety expectations, greater consistency, and improved communication. This model allows safety to be fully integrated into site practices, supports faster feedback loops from incident reporting, and builds internal expertise that enhances both reliability and worker protection. Early lessons from the Gulf solar projects demonstrate that closer coordination and clearer accountability reflect the operational realities and learning curve of transitioning to a self-perform model.

Arevon tracks Total Recordable Incident Rate (TRIR) and Days Away/Restricted Transfer (DART) as core indicators of health and safety performance across both employee and contractor activities. In 2025, Arevon's overall TRIR of 0.36 remained well below the industry average of 0.9, reflecting strong safety performance across our portfolio. Construction activities continued to perform favorably relative to peers, while operations and maintenance reported a higher TRIR as the company transitioned to self-perform O&M at the Gulf sites. This increase reflects the realities of early-stage program maturity, increased visibility into incident reporting, and the learning curve associated with bringing field operations in-house. Importantly, this transparency strengthens our ability to identify risks, implement corrective actions, and embed safety improvements directly into daily operations as the program scales.

Total Recordable Incident Rate



Days Away/Restricted Transfer



Gulf III Solar Project
69 MWdc
Escambia County, Florida

Looking Ahead

Arevon is poised to build on the momentum created through the successful launch of self-perform O&M at Gulf I, Gulf II, and Gulf III. With 2026 anticipated to be the company's largest transition of in-house O&M services, Arevon is rapidly scaling the program as a foundational operational strategy and aims to implement self-perform operations at six additional projects. Executing this strategy supports a more resilient operating model, one that reinforces consistent safety expectations, accelerates learning across sites, builds regional expertise, and embeds worker protection at the center of operational excellence.

Community Engagement

Our Approach

We believe reliable energy is strongest when it supports host communities.

Arevon's community engagement approach is designed to strengthen local resilience, reduce project risk, and ensure that the benefits of energy development are shared widely. By listening early and maintaining dialogue with community members, civic leaders, and landowners, we identify priorities that help us strengthen trust, anticipate challenges, and build the foundation for long-term project success. This proactive, relationship-driven model reduces uncertainty, supports smoother permitting and operations, and fosters ongoing community support.

Our projects also serve as powerful economic engines. Solar and energy storage facilities create jobs, expand opportunities for local businesses, and generate dependable revenue streams for landowners that supplement household income and provide financial stability. In addition, Arevon's assets contribute significant state, local, and property tax revenue, helping fund schools, emergency services, and vital public infrastructure.

Through economic contributions, our projects enhance community well-being by investing in food and housing, education programs, and public health and safety. By taking a holistic, community-centered approach, Arevon reduces project risk, strengthens local economies, and ensures that the benefits of energy are shared with the people and places that make our projects possible.

2025 Community Impact

$58+ Million
Economic Impact[4]

2,200+
Full-Time Equivalent Jobs Created During Construction

250+
Community Engagement Events Hosted and Attended

1,700+
Volunteering Hours

[4]2025 Local Economic Impact: $58+ million ($3+ million in charitable contributions, $38+ million in landowner payments, $14+ million in local jurisdiction taxes, and $1+ million in state taxes).

Empowering Communities Through Local Partnerships and Charitable Giving

At Arevon, giving back is core to being a responsible neighbor. Every project is guided by a community engagement strategy and giving plan shaped by local priorities. Our three giving pillars — alleviating food and housing insecurity, advancing education with a focus on science, technology, engineering, and mathematics (STEM), and promoting public health and safety — help direct support where it can deliver the greatest impact.

By partnering with landowners, community leaders, and local organizations, we invest in programs that strengthen communities through education, public safety resources, cultural events, and local economic support. These investments are designed to create lasting benefits that enhance resilience, opportunity, and well-being.

In 2025, Arevon's Community Relations team supported several events in our project communities. Efforts ranged from food pantry distribution at the Safe Haven Kids' League near our Eland Solar-plus-Storage Project in California, to teacher training and solar curriculum development at our Morrilton Solar Project in Arkansas, and emergency response donations near projects in Missouri and Illinois.

Throughout the year, Arevon collaborated with numerous community-based organizations to advance STEM learning, strengthen public safety, support families, and uplift local economies at more than 250 events. These partnerships reflect our commitment to act as a trusted partner and to deliver meaningful, locally grounded impact in communities across the country.

> “Across all initiatives, our goal remains steady: to develop and build energy projects that benefit people, strengthen local communities, and support social and economic resilience. Responsible development goes far beyond infrastructure; it is an investment in people, opportunity, and community well-being. At Arevon, our work is driven by a commitment to strengthen America's energy future while investing in the communities that make it possible.”

Jake Montgomery
Director, Development

Looking Ahead

Building on our 2025 achievements, Arevon is expanding community engagement across our portfolio and introducing a formal grievance mechanism to enhance transparency, encourage dialogue, and build trust. This tool provides stakeholders with a clear way to share feedback, ensuring perspectives are addressed fairly and appropriately. By integrating these efforts into our engagement strategy, Arevon continues to strengthen relationships, foster inclusive participation, and create lasting, meaningful benefits for communities.

Responsible Infrastructure

We deliver safe, affordable, reliable solar and battery storage infrastructure, leading with integrity and innovation to support America's rising energy demand. This pillar reflects our belief that our projects must not only generate and store reliable electricity but also be developed, constructed, and operated in ways that strengthen ethical supply chains, minimize environmental impacts, and uphold the highest standards of safety, quality, and transparency.

Our approach spans the full lifecycle of our assets from technology selection and deployment to materials sourcing, operations, and end-of-life management. We focus on scaling infrastructure while advancing circularity, managing supply chain risks, and increasing visibility into the environmental and social impacts embedded in our systems. We aim to deliver resilient, high-performing infrastructure that supports a more sustainable future.

Building solar and energy storage projects with integrity, quality, and environmental responsibility.

In This Section

Vikings Solar-plus-Storage Project
157 MWdc of Solar and 150 MW/600 MWh of Energy Storage
Imperial County, California

Circularity

Our Approach

Arevon's commitment to circularity is a core element of our Responsible Infrastructure pillar, reflecting our belief that energy projects should be designed, operated, and decommissioned with long-term environmental stewardship in mind.

Our approach begins well before equipment reaches its end of life. Arevon evaluates suppliers for sustainable decommissioning solutions, integrates recycling requirements directly into engineering, procurement, and construction (EPC) contracts, and maintains ESG oversight across our supply chain. End-of-life planning ensures every project concludes with the same environmental responsibility with which it begins, prioritizing careful dismantling and robust component recycling. Structural materials, wiring, and major components are addressed to maximize resource recovery and minimize environmental impact.

In 2025, Arevon strengthened its circularity commitments by formalizing the systems, processes, and partnerships needed to operationalize responsible end-of-life management. We established standardized recycling metrics and reporting protocols, creating a consistent framework for tracking volumes of inoperative modules, recycling activity, and year-over-year performance.

This work was paired with the integration of contract language into EPC agreements, ensuring that the requirement to recycle inoperative solar modules is now embedded across our projects' lifecycles. In parallel, Arevon conducted a structured review of recycling vendors and selected a set of preferred partners that meet our criteria for service capability, environmental compliance, transparency, and alignment with ESG expectations. These steps laid the groundwork for a consistent, scalable recycling program, one that ensures materials are responsibly managed and supports the broader circularity objectives of our Responsible Infrastructure pillar.

> "Circularity means taking responsibility beyond the point of use by carefully evaluating how materials are sourced, handled, recovered, and returned, thereby minimizing waste and fostering a more resilient, responsible system."

Athena North
Manager, Procurement

Gulf II Solar Project
54 MWdc
Santa Rosa County, Florida

Thinking Outside the Landfill With Recycling

Sustainability means thinking beyond today's megawatts. Arevon actively supports the recycling of solar panels to ensure our projects contribute to a circular economy from start to finish. Anchored in our ESG policy, this forward-looking approach helps reduce waste, recover valuable materials, and raise the bar for responsible energy development.

Responsible End-of-Life Battery Management

In addition, Arevon is taking a thoughtful approach to end-of-life management for battery storage components. We recognize battery storage represents a new and rapidly evolving area within the energy industry. As this space continues to mature and evolve, we are committed to closely evaluating emerging best practices, technologies, and regulatory frameworks. We acknowledge that there is still much to learn regarding battery system decommissioning, and we view this as an opportunity to engage with partners, recyclers, and industry peers. By proactively building our understanding, Arevon aims to ensure that our approach to battery storage aligns with our broader circularity goals and reflects a responsible, forward-looking commitment to environmental stewardship over the full lifecycle of our assets.

Strengthening Waste and Water Resource Management

While waste and water use are not material drivers of impact for Arevon, we recognize the importance of responsible resource management. We track water use where relevant, with particular focus on projects located in drought-affected regions, to support efficient operations and local water stewardship. As our portfolio grows, we continue to improve data quality and consistency across projects, strengthening our ability to monitor usage and inform future operational decisions.

2025 Solar Module Recycling Highlights

5,300+
Modules Recycled

254,000+
Pounds of Waste Diverted from Landfills

131,200+
Kilograms of CO_2e Diverted[5]

Diverting more than 131,200 kilograms of carbon dioxide is equivalent to:

Driving 325,736 miles in an average gas-powered car

Powering 16.4 homes for one year

Sequestering 155 acres of forest

Vikings Solar-plus-Storage Project
157 MWdc of Solar and 150 MW/600 MWh of Energy Storage
Imperial County, California

Looking Ahead

As Arevon advances its circularity commitments, our next step is to begin consistently tracking recycling metrics across our portfolio. Implementing the standardized measures developed in 2025 will allow us to clearly demonstrate progress, strengthen accountability, and build a robust, data-driven recycling program. This visibility will guide continuous improvement and reinforce our commitment to responsible end-of-life management across all projects.

[5] CO_2e (carbon dioxide equivalent): A measure that converts the warming impact of different greenhouse gases into the equivalent amount of carbon dioxide, allowing emissions to be reported on a common basis.

Supply Chain Management

Our Approach

Arevon treats supply chain management as a strategic lever to advance our sustainability goals, embedding ethical, resilient, and low-carbon principles throughout our sourcing and procurement activities.

We partner with suppliers who share our commitment to safe, responsible operations, environmental stewardship, human rights, and labor protections.

Through our Supplier Code of Conduct (SCOC), ESG assessments, and continuous improvement processes, we proactively identify and mitigate ESG-related risks while ensuring alignment with industry standards and regulatory requirements. This approach strengthens not only our supply chain but also the integrity and long-term sustainability of our business.

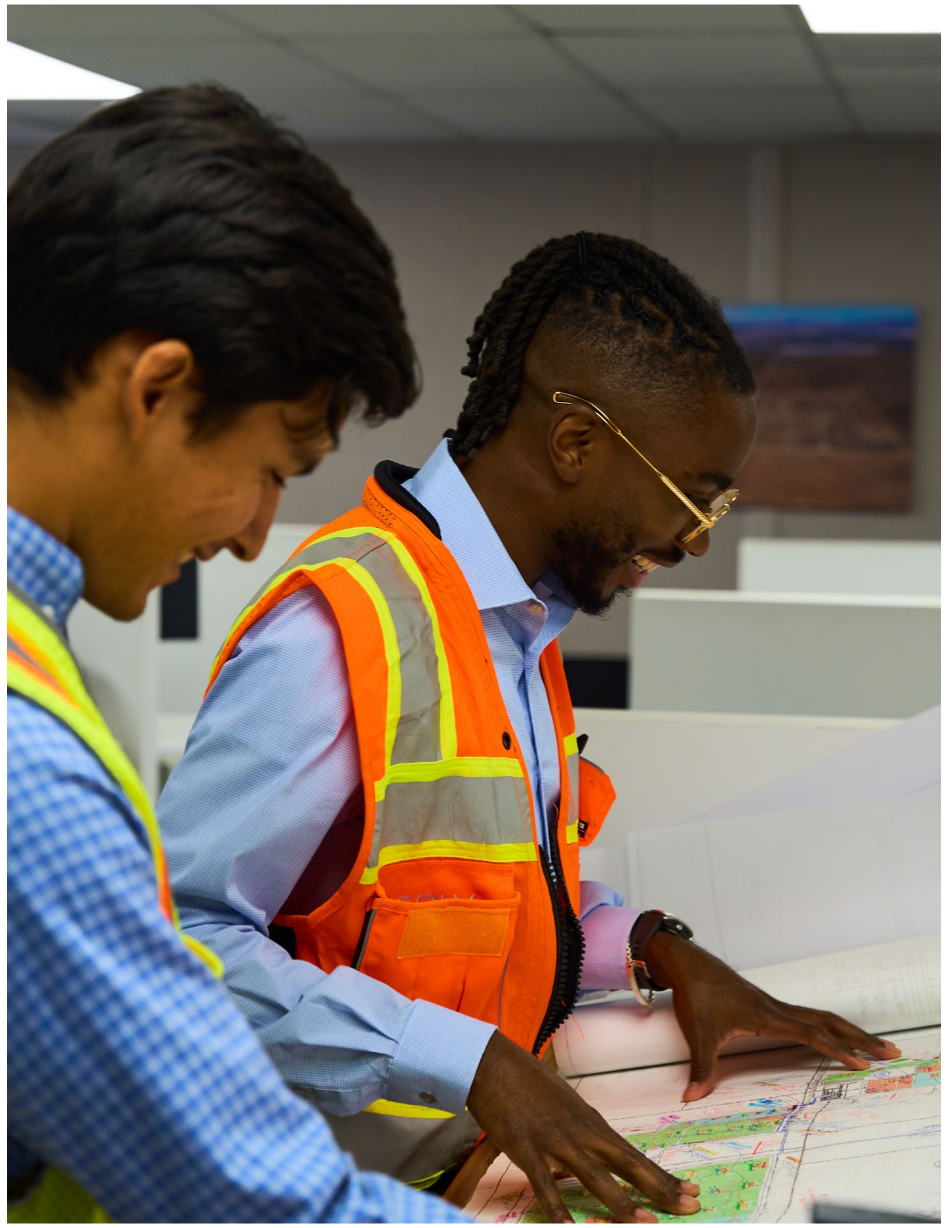
Arevon prioritizes transparency and circular practices. We vet vendors for reliability, performance, and sustainability metrics, integrating these expectations directly into contracting and evaluation. We focus on high-quality, responsibly sourced materials and champion circular practices, including commitments to recycle solar modules and battery storage components, and engage third-party auditors when added accountability is needed. Together, these efforts create a robust, transparent, and future-ready supply chain that supports operational excellence while ensuring our projects contribute positively to people, communities, and the environment.

Embedding Accountability Through Supplier Due Diligence and ESG Performance

Arevon conducts due diligence on all tier-one suppliers to ensure alignment with our sustainability and ethical standards. Each supplier completes our ESG questionnaire, which informs the supplier's sustainability scorecard, where they are assigned a risk ranking score.

In 2025, Arevon formalized two critical tools: our first SCOC and our supplier sustainability scorecard. The SCOC establishes a clear, consistent baseline for ethical, environmental, and social performance across all vendors, reinforcing our expectations around safety, human rights, labor practices, environmental responsibility, and business integrity. Codifying these standards is essential: it ensures transparency, fosters shared accountability, and empowers suppliers to understand and meet the sustainability thresholds integral to Arevon's operations and Values.

To complement the SCOC, Arevon introduced an updated ESG questionnaire and supplier sustainability scorecard that provide greater rigor and visibility into performance across our supply chain. The scorecard evaluates suppliers on key metrics related to environmental impact, social responsibility, governance practices, and operational risk. By translating qualitative behaviors into measurable insights, Arevon can identify high-performing partners, surface potential risks early, and prioritize engagement where improvements are needed. Together, these tools strengthen our supply chain's resilience and accountability, enabling Arevon to identify high-performing partners, surface potential risks early, and prioritize engagement where improvements are needed.



Looking Ahead

Arevon will fully integrate these tools into our daily operations and reporting cadence to drive measurable impact. In 2026, we will begin applying the supplier sustainability scorecard to premium vendors, enabling us to consistently track performance, identify risks, and report on supplier-level ESG progress. At the same time, we will incorporate the SCOC into our contracting process, requiring suppliers to acknowledge that they have read and understand our sustainability expectations. These steps reinforce accountability, transparency, and responsible management across Arevon's supply chain.

Industry Partnerships

Arevon actively engages with industry partners to help advance best practices, address shared challenges, and support the continued evolution of the energy sector. Our subject matter experts participate in industry events and working groups, contributing operational insights and technical expertise that help inform standards, guidance, and policy discussions. Through these partnerships, we share lessons learned and stay closely connected to emerging trends that strengthen projects and performance.

Appendix

Peregrine Energy Storage Project
200 MW/400 MWh
San Diego, California

In This Section

GRI Content Index

Intention: To increase transparency and accountability while providing stakeholders with decision-useful insight into how sustainability is integrated into Arevon's strategy, risk management, and operations.

Scope: This report covers the impact of Arevon's business functions and describes the organization's environmental, social, and governance aspects for the calendar year 2025 (January 1-December 31, 2025).

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards.

As part of our commitment to communicating openly with all our stakeholders, please email esg@arevonenergy.com with any questions about this report.

	Disclosure	Disclosure Title	FY2025 Response
General Disclosures			
GRI 2: General Disclosures 2021	**2-1**	Organizational details	About Arevon
	2-2	Entities included in the organization's sustainability reporting	About Arevon
	2-3	Reporting period, frequency, and contact point	Appendix: GRI Content Index; contact esg@arevonenergy.com
	2-4	Restatement of information	Emissions Accounting
	2-5	External assurance	Arevon has not had this Sustainability Report externally assured.
	2-6	Activities, value chain, and other business relationships	About Arevon; Supply Chain Management; Industry Partnerships
	2-7	Employees	People and Culture
	2-8	Workers who are not employees	Health and Safety
	2-9	Governance structure and composition	Governance Framework
	2-10	Nomination and selection of the highest governance body	The Board of Directors consists of seven members: two Board members appointed by each of Arevon's three institutional investors — APG, CalSTRS, and a wholly owned subsidiary of ADIA. These six Board members serve alongside Arevon's CEO, Justin Johnson. The investors establish criteria for Board member selection and appointments to ensure a balanced Board.
	2-11	Chair of the highest governance body	Arevon's Board of Directors does not have an official Chair.
	2-12	Role of the highest governance body in overseeing the management of impacts	Arevon's Board of Directors oversees three committees: Audit and Risk, Business Planning, and Remuneration. These committees include members of the Board of Directors and Arevon employees. Issues raised are discussed in scheduled board meetings or ad hoc meetings. At a minimum, Arevon's Board of Directors convenes bimonthly.

	Disclosure	Disclosure Title	FY2025 Response
GRI 2: General Disclosures 2021	**2-13**	Delegation of responsibility for managing impacts	Arevon's Board of Directors oversees three committees: Audit and Risk, Business Planning, and Remuneration. These committees include members of the Board of Directors and Arevon employees. Issues raised are discussed in scheduled board meetings or ad hoc meetings. At a minimum, Arevon's Board of Directors convenes bimonthly.
	2-14	Role of the highest governance body in sustainability reporting	Arevon's Board of Directors provides strategic oversight and approves key policy decisions that are crucial to shaping our business operations. In collaboration with the Executive Team, the Board engages in Arevon's ESG disclosures, reporting, and other material ESG factors.
	2-15	Conflicts of interest	Arevon has established an internal compliance function, a conflict management strategy, and an ethics hotline for employees to report any actions that may violate Arevon's policies, Values, or the law. Conflicts of interest are documented and reported to Arevon's Audit and Risk Committee and disclosed to applicable stakeholders as determined by the Compliance team and Board of Directors.
	2-16	Communication of critical concerns	Issues raised are discussed in scheduled board meetings or ad hoc meetings. At a minimum, Arevon's Board of Directors convenes bimonthly.
	2-17	Collective knowledge of the highest governance body	Arevon has not yet provided the Board of Directors with formal training on sustainable development. We include them in conversations on the topic and plan to further the education of our Executive Team and Board of Directors. All members of the Board work in energy and infrastructure and have a working knowledge of the topic.
	2-18	Evaluation of the performance of the highest governance body	Arevon has not established a formal process for evaluating the performance of the Board and Executive Committee overseeing the management of the organization's impact.
	2-19	Remuneration policies	Arevon's Operating Agreement and Remuneration Committee Charter, approved in Q4 2021 and effective in Q1 2022, established a separate policy for determining the remuneration of senior executives.
	2-20	Process to determine remuneration	The Board, with the help of the Remuneration Committee, establishes remuneration policies and practices for Arevon's management team and discharges the Board's responsibilities regarding remuneration-setting and review.
	2-21	Annual total compensation ratios	Arevon does not publicly report on remuneration ratios at this time.
	2-22	Statement on sustainable development strategy	Letter From the CEO; Sustainability at Arevon
	2-23	Policy commitments	Sustainability at Arevon; Regenerative Stewardship; Appendix: GRI Content Index
	2-24	Embedding policy commitments	Sustainability at Arevon; Emissions and Climate Management; Appendix: United Nations Sustainable Development Goals
	2-25	Process to remediate negative impacts	Sustainability at Arevon; Regenerative Stewardship; Responsible Infrastructure; Appendix: United Nations Sustainable Development Goals
	2-26	Mechanisms for seeking advice and raising concerns	Arevon has established an internal compliance function, a conflict management strategy, and an ethics hotline for employees to report any actions that may violate Arevon's policies, Values, or the law. Conflicts of interest are documented and reported to Arevon's Audit and Risk Committee and disclosed to applicable stakeholders as determined by the Compliance team and Board of Directors.

	Disclosure	Disclosure Title	FY2025 Response
GRI 2: General Disclosures 2021	**2-27**	Compliance with laws and regulations	Arevon had zero significant instances of noncompliance with laws and regulations during the reporting period.
	2-28	Membership associations	Industry Partnerships
	2-29	Approach to stakeholder engagement	Sustainability at Arevon; Materiality Assessment; Community Engagement; People and Culture; Industry Partnerships
Material Topics			
GRI 3: Material Topics 2021	**3-1**	Process to determine material topics	Sustainability at Arevon; Materiality Assessment
	3-2	List of material topics	Sustainability at Arevon; Materiality Assessment
Biodiversity			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities
GRI 101: Biodiversity 2024	**101-2**	Management of biodiversity impacts	Regenerative Stewardship; Biodiversity and Ecological Impacts; Emissions and Climate Management
	101-4	Identification of biodiversity impacts	Biodiversity and Ecological Impacts
	101-5	Locations with biodiversity impacts	Biodiversity and Ecological Impacts Arevon ensures its projects are located away from areas of high ecological value whenever possible. While Arevon does not maintain a comprehensive list of projects with such overlaps, it manages each case individually.
	101-7	Changes to the state of biodiversity	Biodiverity and Ecological Impacts Some Arevon projects have successfully protected and restored habitats, but this progress has not yet been systematically tracked across the company.
Climate Change			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Emissions and Climate Management
GRI 102: Climate Change 2025	**102-1**	Transition plan for climate change mitigation	Emissions and Climate Management
	102-2	Climate change adaptation plan	Emissions and Climate Management; Appendix
	102-3	Just transition	Emissions and Climate Management; Appendix
	102-4	GHG emissions reduction targets and progress	Emissions and Climate Management; Appendix

	Disclosure	Disclosure Title	FY2025 Response
GRI 102: Climate Change 2025	**102-5**	Scope 1 GHG emissions	Emissions and Climate Management
	102-6	Scope 2 GHG emissions	Emissions and Climate Management
	102-7	Scope 3 GHG emissions	Emissions and Climate Management
	102-8	GHG emissions intensity	Emissions and Climate Management
	102-9	GHG removals in the value chain	Supply Chain Management
Climate Change			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Emissions and Climate Management
GRI 103: Energy 2025	**103-1**	Energy policies and commitments	Emissions and Climate Management
	103-2	Energy consumption and self-generation within the organization	Emissions and Climate Management Arevon conducted its first GHG inventory in 2025.
	103-3	Upstream and downstream energy consumption	Emissions and Climate Management Arevon does not currently maintain data on energy consumption outside of the organization.
	103-4	Energy intensity	Emissions and Climate Management
	103-5	Reduction in energy consumption	This information is unavailable because Arevon conducted its first GHG inventory in 2025 and will develop a reduction strategy based on these findings and subsequent years of reporting. We expect this information to become at least partially available within five years.
Economic Performance			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; People and Culture
GRI 201: Economic Performance 2016	**201-1**	Direct economic value generated and distributed	The metrics used in the direct economic value generated calculation are confidential, as Arevon is a private company.
	201-2	Financial implications and other risks and opportunities due to climate change	Emissions and Climate Management In general, climate change creates financial opportunities for Arevon by increasing the demand for solar and energy storage.
	201-4	Financial assistance received from government	Some of Arevon's projects have received federal tax credits due to the investment tax credit available for energy projects.

	Disclosure	Disclosure Title	FY2025 Response
Indirect Economic Impacts			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	About Arevon; Materiality and Strategic Priorities
GRI 203: Indirect Economic Impacts 2016	**203-1**	Infrastructure investments and services supported	About Arevon
	203-2	Significant indirect economic impacts	Arevon does not yet have the internal capacity to track and report indirect economic impacts. When developing new projects, Arevon engages external economists to conduct this analysis. These projects generate indirect economic impacts in the communities where they are developed.
Procurement Practices			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Supply Chain Management
GRI 204: Procurement Practices 2016	**204-1**	Proportion of spending on local suppliers	91% of Arevon's 2025 procurement budget was spent on U.S.-based EPC contractors and equipment suppliers.
Anti-Corruption			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities
GRI 205: Anti-Corruption 2016	**205-1**	Operations assessed for risks related to corruption	Arevon's Operational Risk Assessment was completed in Q2 2025 and presented at the Q3 2025 Audit and Risk Committee meeting.
	205-2	Communication and training about anti-corruption policies and procedures	Arevon has communicated its existing anti-corruption policy to all employees. No employees or Board members have been trained in these policies to date.
	205-3	Confirmed incidents of corruption and actions taken	Arevon did not have any known incidents of corruption with employees or business partners during the reporting period.
Anti-Competitive Behavior			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities
GRI 206: Anti-Competitive Behavior 2016	**206-1**	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Arevon has no pending legal actions for anti-competitive behavior, antitrust, or monopoly practices.

	Disclosure	Disclosure Title	FY2025 Response
Waste			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities
GRI 306: Waste 2020	**306-1**	Waste generation and significant waste-related impacts	Responsible Infrastructure
	306-2	Management of significant waste-related impacts	Responsible Infrastructure; Circularity
	306-3	Waste generated	Responsible Infrastructure
	306-4	Waste diverted from disposal	Responsible Infrastructure
	306-5	Waste directed to disposal	Responsible Infrastructure
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; Responsible Infrastructure
GRI 308: Supplier Environmental Assessment 2016	**308-1**	New suppliers that were screened using environmental criteria	Responsible Infrastructure
	308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Infrastructure
Employment			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; Resilient Communities
GRI 401: Employment 2016	**401-1**	New employee hires and employee turnover	People and Culture
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People and Culture
	401-3	Parental leave	13 employees were entitled to parental leave in 2025 (3 female and 10 male).

	Disclosure	Disclosure Title	FY2025 Response
Occupational Health and Safety			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; Health and Safety
GRI 403: Occupational Health and Safety 2018	**403-1**	Occupational health and safety management system	Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety
	403-3	Occupational health services	Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5	Worker training on occupational health and safety	Health and Safety
	403-6	Promotion of worker health	Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Health and Safety
	403-9	Work-related injuries	Health and Safety
	403-10	Work-related ill health	Health and Safety
Training and Education			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; People and Culture
GRI 404: Training and Education 2016	**404-1**	Average hours of training per year per employee	People and Culture
	404-2	Programs for upgrading employee skills and transition assistance programs	People and Culture
	403-4	Percentage of employees receiving regular performance and career development reviews	100% of Arevon employees.

Disclosure		Disclosure Title	FY2025 Response
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; People and Culture
GRI 405: Diversity and Equal Opportunity 2016	**405-1**	Diversity of governance bodies and employees	People and Culture
Nondiscrimination			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities
GRI 406: Nondiscrimination 2016	**406-1**	Incidents of discrimination and corrective actions taken	Arevon does not disclose incidents of discrimination publicly, but they are tracked internally by the People team.
Child Labor			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; Responsible Infrastructure
GRI 408: Child Labor 2016	**408-1**	Operations and suppliers at significant risk for incidents of child labor	We support the eradication of all forms of forced or compulsory labor, the effective elimination of child labor, and freedom from discrimination in employment. Our operations in the U.S. comply with federal laws forbidding forced and child labor, and we require all suppliers on our Approved Vendor List to comply with such laws.
Forced or Compulsory Labor			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; Supply Chain Management
GRI 409: Forced or Compulsory Labor 2016	**409-1**	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We support the eradication of all forms of forced or compulsory labor, the effective elimination of child labor, and freedom from discrimination in employment. Our operations in the U.S. comply with federal laws forbidding forced and child labor, and we require all suppliers on our Approved Vendor List to comply with such laws.

	Disclosure	Disclosure Title	FY2025 Response
Rights of Indigenous Peoples			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities
GRI 411: Rights of Indigenous Peoples 2016	**411-1**	Incidents of violations involving rights of indigenous peoples	Arevon had zero violations involving Indigenous peoples' rights during the reporting period.
Local Communities			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; Resilient Communities; Community Engagement
GRI 413: Local Communities 2016	**413-1**	Operations with local community engagement, impact assessments, and development programs	Resilient Communities; Community Engagement
GRI 413: Local Communities 2016	**413-2**	Operations with significant actual and potential negative impacts on local communities	Resilient Communities; Community Engagement
Supplier Social Assessment			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities; Supply Chain Management
GRI 414: Supplier Social Assessment 2016	**414-1**	New suppliers that were screened using social criteria	Supply Chain Management
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management
Customer Privacy			
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Sustainability at Arevon; Materiality and Strategic Priorities
GRI 418: Customer Privacy 2016	**418-1**	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Arevon has not recevied or identified any substantial complaints concerning breaches of customer privacy and losses of customer data.

United Nations Sustainable Development Goals

Sustainable Development Goal (SDG)		Arevon's Aim and Contribution
7 AFFORDABLE AND CLEAN ENERGY	**Ensure access to affordable, reliable, sustainable, and modern energy for all.**	• Supply reliable and cost-effective energy to utilities and businesses across the United States.
8 DECENT WORK AND ECONOMIC GROWTH	**Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.**	• Actively engage with the communities where our projects are located, ensuring that residents benefit from job opportunities and economic growth. • Maintain high standards for workplace health and safety to protect all employees. • Ensure diversity, equity, inclusion, and justice in hiring practices to provide equal opportunities for all, including women, minorities, and people with disabilities.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.**	• Commit to innovative and sustainable energy solutions like our solar-plus-storage projects. • Invest in innovative approaches and technology to develop, build, finance, own, and operate solar and battery storage projects.
13 CLIMATE ACTION	**Take urgent action to combat climate change and its impacts.**	• Deliver homegrown energy at scale to businesses and utilities. • Implement climate risk assessments for all projects to identify vulnerabilities and develop strategies to mitigate them. • Decarbonize our business operations and supply chain.
15 LIFE ON LAND	**Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation, and halt biodiversity loss.**	• Apply sustainable land management practices, including sheep grazing for vegetation control, where feasible, to maintain healthy land and ecosystems. • Implement habitat restoration projects, where feasible, using native, naturalized, and pollinator-friendly plant species to enhance biodiversity.

Vikings Solar-plus-Storage Project
157 MWdc of Solar and 150 MW/600 MWh of Energy Storage
Imperial County, California

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