

Table of Contents

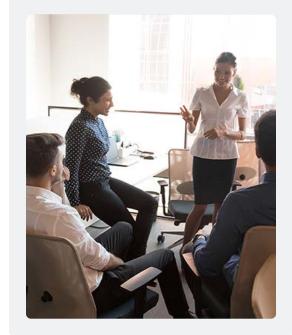
About This Report	
Overview	04
About Ambient	
Systems for Spaces That Matter	06
Company History	07
OurLocations	08
Our Values	09
A Letter From the CEO	10
A Shared Vision	
Progress on a National Scale	12
Sustainability Team	12
A New Division: Data Centers	13
Equipment Sales: Ambient Rep Council	13
National Platforms: Service & Parts	14
Company Infrastructure	15
Human Resources	15
Information Technology	15



Our Sustainable Solutions	
Future-Forward Technology	17
Energy-Efficient Projects	17
Environmental Stewardship	
Scope 1, 2, & 3 Emissions	20
2024 Progress	20
People & Culture	
Our Team	22
Approach to Recruiting	22
Engagement & Appreciation	23
Health & Wellbeing	24
Employee Safety	24
Safety Management	24
Benefits & Wellness	24
Human & Employment Rights	25
Statements on Human & Employment Rights	25
Business Partner Code of Conduct	25
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		1
ÉN LEN		A CONTRACTOR
	No.	

Governance	
Ambient Leadership	27
Strategic Oversight	28
Ethics	28
Cybersecurity	28
Climate Governance, Risks & Opportunities	29
Our Risk Management Process	29
Strategy	30
Social Governance & Responsibility	31
PeerEducation	31
Internship Program	31
Organizations We Support	32

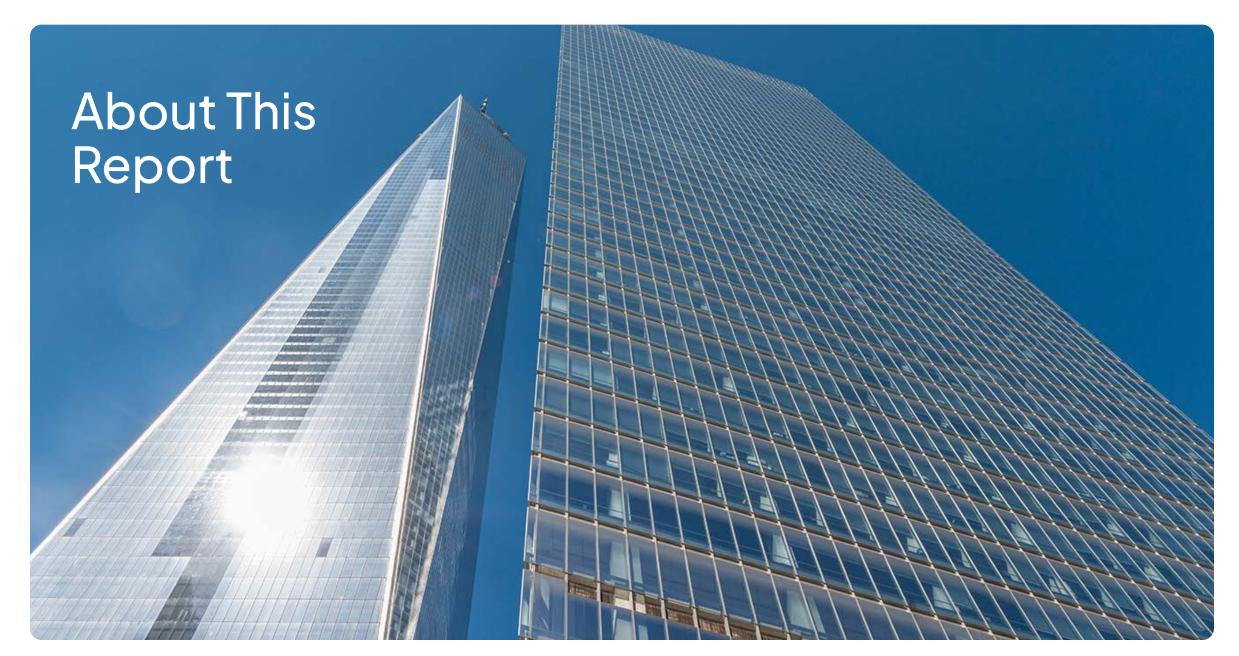


Appendix

GRI Content Index	34
Ambient Locations	34
Partners	35
IFRS Disclosure Recommendations	38
Environmental Data	39



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Overview

Within the last year alone, Ambient saw growth in all areas—from the development of new partnerships to the onboarding of hundreds of new hires across the country. In this report we share how our growth is directly advancing our efforts in sustainability company-wide and what new targets we are setting for the future. This report is a comprehensive guide in how Ambient leverages our growth, partnerships, and community in working toward a greener world.

Progress Made in 2024

- Reduced our Scope 1 & 2 emissions intensity (market-based) by 13.7% from 2023
- Introduced 10 new partners to our sustainability commitment
- Completed Scope 3 emissions tracking for 2024
- 1300 Ambient team members
- 227 new hires

Publication Information

This is Ambient Enterprises' fourth annual sustainability disclosure. Published in June of 2025, this report includes emissions data from January 2024 through Dec 2024.

Our Scope 1 and 2 emissions and energy consumption data are calculated for all entities under Ambient Enterprises that were active during the 2024 fiscal year.

Emissions data from collaborator companies that joined Ambient after December 31, 2024 are not included in our 2024 emissions reporting.

Reporting Practices

This report was created with reference to the Global Reporting Initiative (GRI) standards and IFRS S1 and S2 disclosure standards.



Our Process

Ambient's Sustainability Leadership performed a double materiality assessment in 2024 by engaging internal and external stakeholders on material issues. The team then mapped those issues to their perceived impact on society. Here are the material topics that were identified as taking the highest priority:

- GHG Emissions
- Energy Management
- Air Quality
- Cybersecurity
- Product Quality and Safety
- Systemic Risk Management
- Employee Health, Safety, and Wellbeing

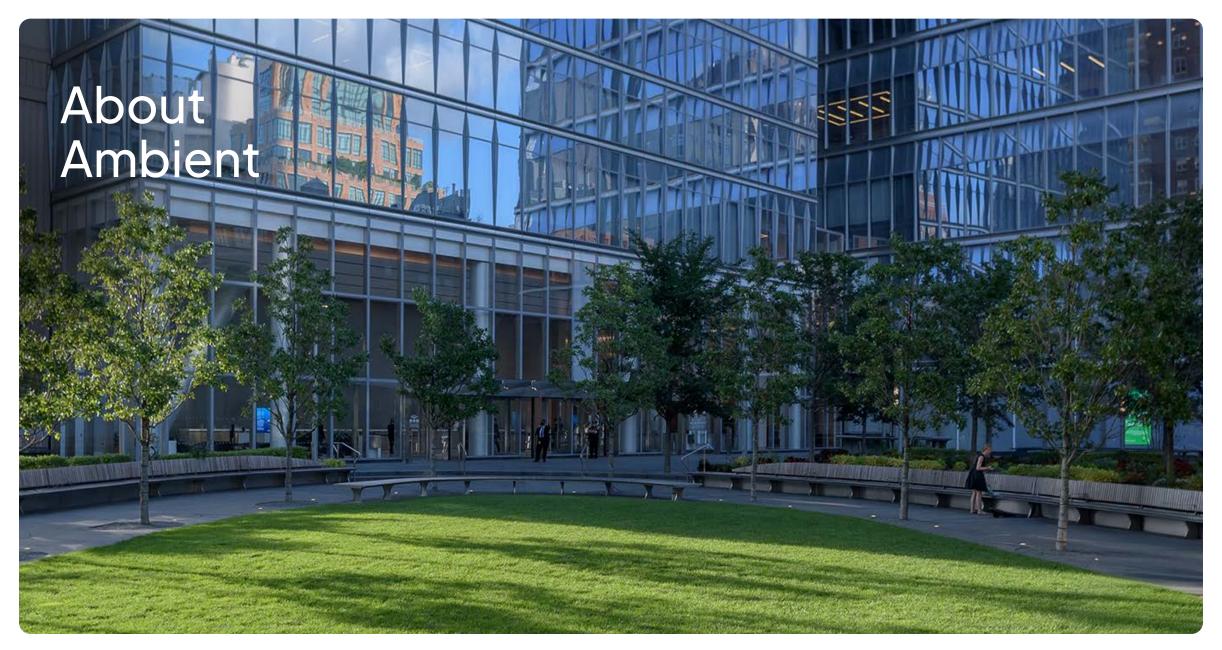
Forward-Looking Statements

While some of our reporting relies on definitive evidence found in successful case studies and final assessments, this report also includes projections, or "forward-looking statements", following the definition found in the Private Securities Litigation Reform Act of 1995. These statements contain words such as "will," "plan," "expect," and "should," and are based on our current expectations and ambitions. As such, these statements are subject to risks and uncertainties that may result in slightly different outcomes than were originally expected.

Contact

If you have any questions, please contact us at <u>sustainability@ambient-enterprises.com</u> or 732.981.0570.





Systems for Spaces That Matter

Ambient Enterprises is a collective of HVAC design and implementation experts, each entity esteemed in their respective regions, with decades of experience.

Our experts merge craft with care, delivering safety, comfort, and highly efficient, sustainable solutions for the data center, healthcare, residential, and commercial markets.

Our Collaborators (2024)





















































Company History



2015 Dedicated Parts & Warranty Group Established

2019 Gil-Bar Health & Life Sciences Established





2021

Partnered with **Mechanical Technologies**



2023

Ambient partnered with Aercon, TJ Brazed, Elite Air, Johnson Barrow, Norris & Ferraris, and DMG-Toro











NORRIS & FERRARIS



Ambient Data Centers Established

1986

2009

MIH Systems Group Established





2017

Partnered with Metro Air Products



2020

Partnered with Gil-Bar Solutions



Veritas Established



2022

Partnered with APA, TCA, and H.C. Nye







2024

Partnered with Air Distribution Corporation, Air-Flow Technologies, Airtech Equipment, Building Systems & Services, MAPCO, Midgley-Huber, S.J. Ginns Associates, Zaretsky Engineering Solutions





















Our Locations

New York City Headquarters

In December 2023, Ambient Headquarters relocated to 4987th Ave in Manhattan, NY. The building holds the following certifications:

- LEED Gold
- WiredScore Gold
- EnergySTAR

Our Offices

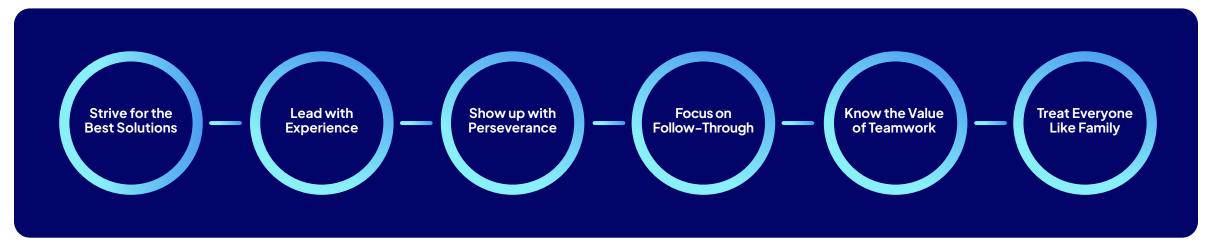
Ambient holds more than 47 locations and 28 warehouses across 20 states and British Columbia, along with traveling teams that support the entire nation.

Details about our locations can be found in the Appendix, page ii.





Our Values



Our Partners

We partner with hundreds of leading manufacturers who share our commitment to delivering innovative, high-quality equipment to customers. Because our manufacturers employ advanced tech and are always driving progress in response to regulatory advancements, it allows us to stay at the forefront of the industry regarding the products we represent.



Client Satisfaction

From the beginning of a project, we are focused on how to best offer ongoing support for our clients. We seek their feedback at every stage because we are committed to transparency and honesty in everything we do. Thanks to our ever-growing collective of partners across the US, we can find better solutions—and at a quicker pace than ever before. Together with these partners, we're dedicated to bringing out the best in every project for every client.



AMBIENT ENTERPRISES © 2025 9

A Letter From the CEO

In reflecting on another year of progress, I'm proud of the work we have accomplished within Ambient and with our esteemed partners. Our successful case studies and expanding clientele are proof that we can and will continue to do our best work when united around creating Systems for Spaces that Matter.

Over the last year our growth has expanded our operations nationally, allowing us to bring together comprehensive expertise and resources under our shared values. This year we were focused on building new relationships with Johnson Barrow and DMG. We were also focused on unifying our efforts in regions like Midgley-Huber in the Mountain region and Airtech in the Midwest. In addition to prioritizing our customers and projects, we've steadily developed integrated support systems to increase resiliency in our operations.

In terms of our environmental efforts, our emissions tracking strategy has fully integrated all of our brand partners. We've established a new baseline and are aiming to set a new science-based target that's reflective of our size and continued growth. By investing in clean energy to offset a portion of electricity use across our offices, we've reduced our Scope 1 & 2 carbon emissions intensity by 13.7%, and we are making operational efficiency changes to reduce even further. We've also begun hybridizing our service vehicle fleets and we initiated plans for installing EV charging stations at one of our Massachusetts offices—two infrastructure and transportation projects that will continue into 2025.

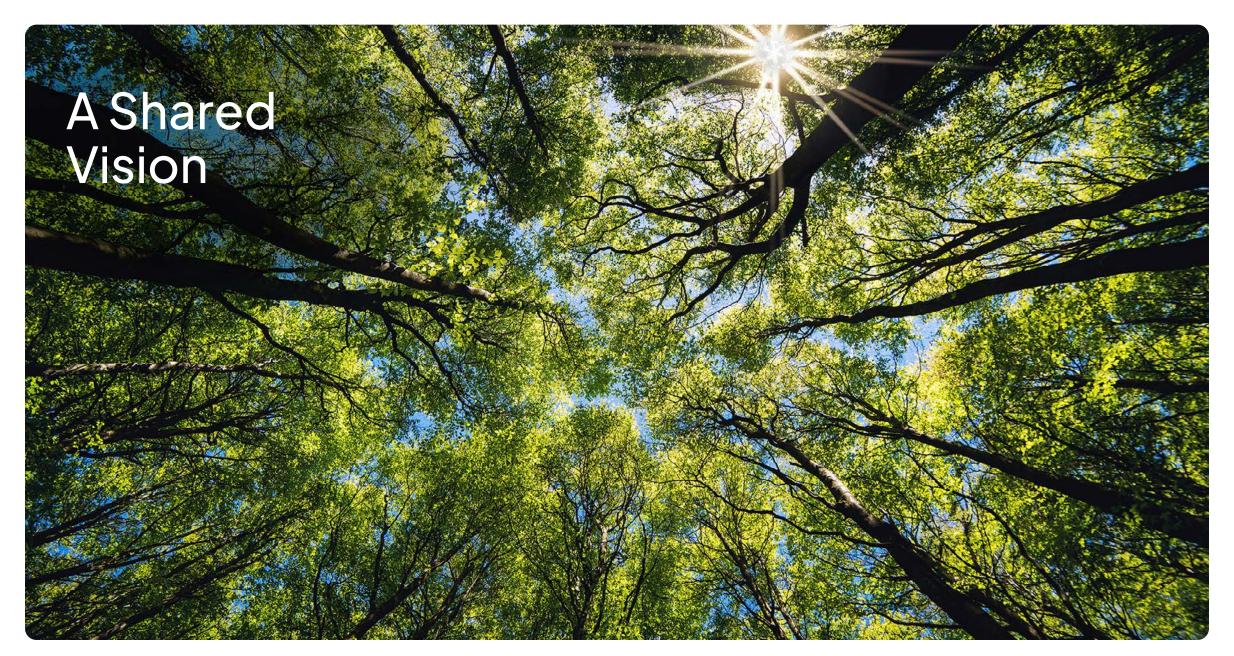
Through a shifting regulatory landscape, our commitment to advancing innovation in energy efficiency and decarbonization remains unchanged. Our central mission is to protect the people and communities we serve. Our ongoing work in improving battery storage and expansion of EV charging stations are two examples that demonstrate our dedication to environmentally beneficial projects big and small. Alongside our partner company Gil-Bar, we were named finalists in New York's Empire Technology Prize this year for our manufacturer collaboration on a low-carbon solution for heating system retrofits in tall commercial and multifamily buildings. Thankful for this recognition, it is also proof that we deliver best-in-class solutions to our clients, no matter the technical challenges we may face. Our continued growth makes us even better equipped to head into 2025 with this same resiliency.

As we look ahead, I'm confident that the partnerships we've built will continue to drive progress in our industry. Our advancements would not be possible without the shared passion and dedication of our partners. As a united front, we are building a collaborative future that benefits our employees and our customers alike.



Christopher Ricacoia

Christopher Bisaccia
CEO of Ambient Enterprises



Progress on a National Scale

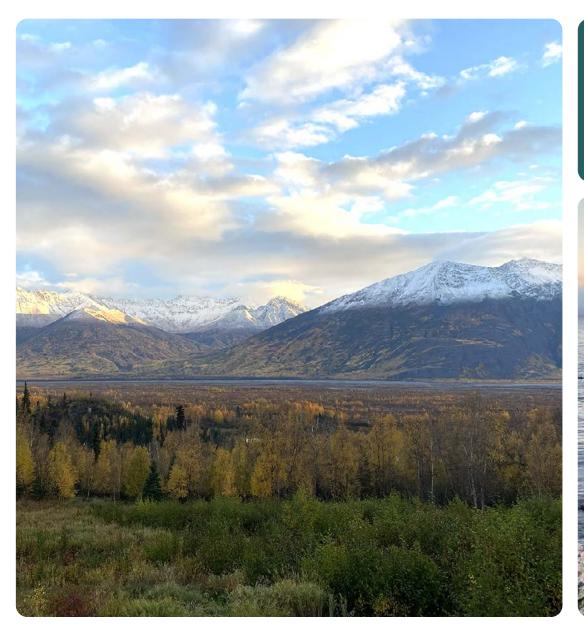
Our operations began in NY almost 40 years ago. Today our collective spans the Pacific, Mountain, and Midwest regions as well. When we forge these partnerships, we look for synergy in company culture, and this includes shared values on creating lasting impact and creating a more eco-friendly future.

Integrity and fairness are two values at the cornerstone of our progress and our ultimate goal is to enhance the ability of our partners to run their businesses. We're always looking for opportunities to join and grow with people and businesses who share our values and workplace culture. Together we are better equipped to support our clients and OEMs, thanks to our expansive reach, both geographically and experientially.

Sustainability Team

In 2024, Ambient formed a sustainability team to focus on developing a national strategy so that we could better support local improvements at our own offices.

Our team is spread across the United States, with members based in California, Massachusetts, Nevada, New Jersey, New York, and Washington.



The key to any successful relationship is communication. We focus on communicating directly and honestly with everyone we partner with, and that communication is a key aspect of having a successful integration."

Gene Castagna — Chief Business Development Officer



Progress on a National Scale

A New Division: Data Centers

Ambient has been in the data centers market for over 20 years, but now we have a dedicated Data Centers team that offers national support to clients across the country. Mission-critical spaces are crucial to our growth and therefore require a unique focus and expertise that this division delivers. Equipment needs built-in redundancy and must be easy to service and maintain for optimal performance. Our Data Centers team applies this specialized proficiency to proper HVAC equipment application and complete field services.



Equipment Sales: Ambient Rep Council

A council of business leaders from across Ambient, each with unique expertise, was established to capture synergies and align strategic initiatives. Rudy Caffall, Senior Vice President, Pacific Northwest, discusses his firsthand experience in this thriving sales rep community.

"The rep council meets regularly and collaborates on values, best practices, and strategies that have driven the growth of brands through local organizations. We share where we're being successful in local markets, allowing us to find out what niches and sectors are driving

success and how to take those strategies to other places across the Ambient portfolio.

The council is composed of great minds all thinking in the same direction. These leaders have been through growth processes before in their respective businesses, so they can reflect back on what happened at different points in their careers, what challenges they saw, and how to help other teammates continue to grow today. We've encountered a lot of synergy within these meetings. We focus on a range of topics, from structure to areas

where we're winning to strengthening manufacturer relationships. Through our discussions, we try to understand in their careers, what challenges they saw, and how to help other teammates continue to grow today. The most exciting aspect of this partnership is how we help each other thrive. Each business benefits from different support in different manners. Building each other up is key in continuing to drive collective progress and growth."



Progress on a National Scale

National Platforms: Service & Parts

Another part of our ongoing expansion is to create a National Service & Parts platform with three key purposes:

"With a national focus and local presence, we've been able to properly leverage centralized resources to strengthen our knowledge about equipment, industry practices, and best-in-class service techniques. We then distribute that knowledge to our national teams."

Ken Corio — Senior Vice President, Field Services

National Mindset, Local Impact

As an HVAC solutions company, we need to provide not just first-in-class equipment but also services that support that equipment through its full lifecycle. We also need to be mindful of how to make the greatest impact locally. Our centralized service group supports risk management, safety programs, service vehicle fleets, technical training, recruitment, and sustainability for all local service branches. In this way, we are confident that we're offering precise help and expertise wherever needed.

Thanks to this initiative, we can more effectively support our national clients as they continue to grow geographically. We can provide them with the same centralized support that they're accustomed to with the depth of our local branches.

Our national platform helps streamline the following processes:

- Integrating equipment into buildings
- Providing owner training
- Providing warranty and ongoing maintenance services
- Retrofitting and replacing equipment at the end of its lifecycle

Streamline Operations

Our Service & Parts platform works to reduce redundancies in logistics and administration. Inventory optimization is another focus of the team, as is fleet management and direct emissions reduction.

Support Sustainable Systems

Another purpose of this platform is to deliver faster, more efficient support, ensuring HVAC systems are serviced to make minimal environmental impact. A focus on improved service means extending the life of products and, therefore, reducing waste and emissions from manufacturing equipment.



Company Infrastructure

Another way we have expanded is through adding more day-to-day support for all our employees. By strengthening our HR and IT departments, employees have gained access to a wealth of benefits, more personalized help, and a unified mission.

Human Resources

HR's decision-making process is defined by our values here at Ambient, yet we also tie in the local company culture of each brand. We never want employees to lose sight of what it means to belong to their company and, in this way, we tailor the experience to each employee's needs. We lead with and understand where Ambient is headed, while company leaders determine important HR processes for their own employees. For example, employee advancement is still left up to their leaders to decide. Our long-term goal is to ensure employees know what it means to be a part of Ambient while remaining connected to their brand.

For more information on how HR meets the needs of our employees on a personal level, refer to page 24.

Information Technology

Our focus in 2024 was to maintain IT and security practices at large while ensuring all Ambient operations are protected by powerful security solutions. In 2025, our goal is to further strengthen these foundations.

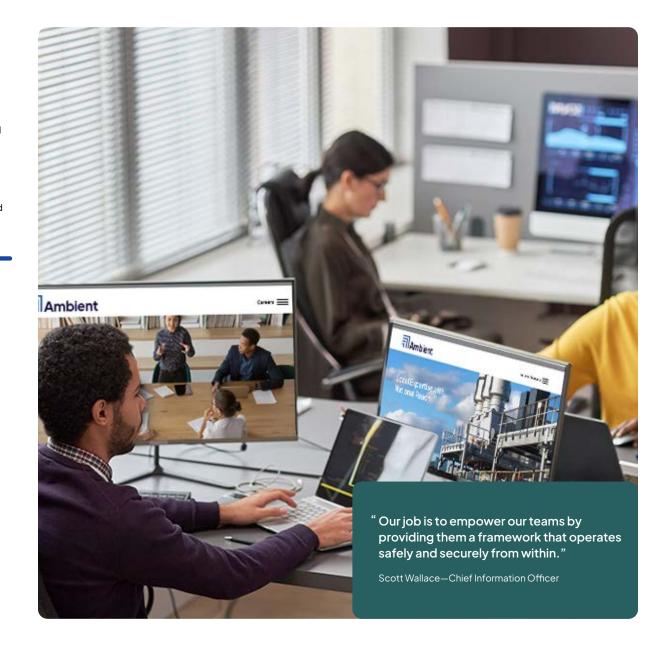
Our cybersecurity structure was created through collaborative conversations between business leaders on our highest priorities and values. We want to expand our secure infrastructure with consistent, scalable solutions that are easily shareable across our brand

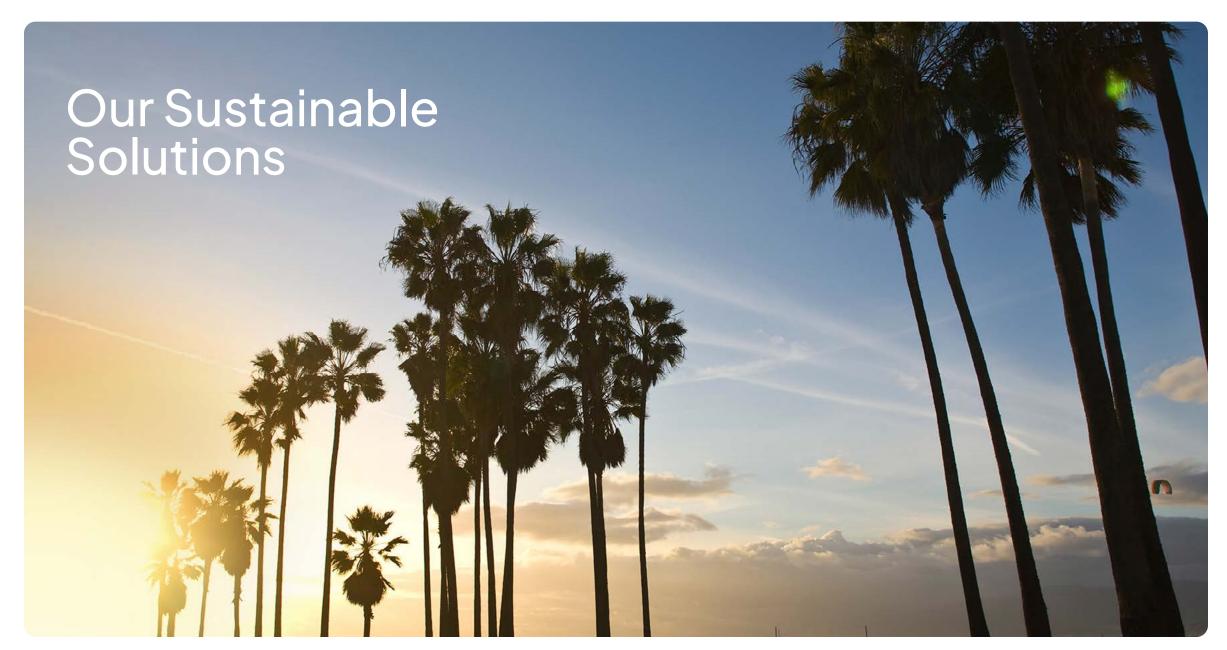
collective. In order to make this sharing effortless, we will reduce complexity and standardize tools and processes across businesses. This unified strategy helps us leverage combined data to get better insights and improve our decision-making processes on a national scale.

For more information on IT's cybersecurity strategies and actions, refer to page 28.

"While Ambient has national values, and we build our culture around those values, there are different local cultures that still exist and must be woven into our HR decisions."

Maureen McNerney—Chief Human Resources Officer





Future-Forward Technology

We work toward a greener future by providing customers with energy-efficient, innovative solutions.

Energy-Efficient Projects

Construction Waste Reduction

GBHLS - Petrocelli Surgical Pavilion

When Northwell Health was looking to expand upon their services, they looked to add the Petrocelli Surgical Pavilion, which included eighteen state-of-the-art operating rooms. To do this, Northwell partnered with Skanska USA, who in turn partnered with GBHLS to help with the endeavor. Together, the team brought full turnkey modular construction to the project. By doing this, the team was able to reduce the operating room construction schedule, manpower and typical construction waste. Through the use of modular construction and factory fabrication, GBHLS was able to work with their partnered companies to design modular wall panels to the project needs, thus preventing any cutting and patching on-site and reducing the installation time of the room. In addition to reducing the current construction waste, the modularity of the operating rooms will also reduce future construction costs and waste. When new technology comes out, these spaces will not need to be demolished in order to add new equipment. Instead, the team will be able to go into the space during off hours, remove the desired wall panels, add the new MEP trades behind the walls, and then put the panel back up, thus future-proofing the spaces and preventing the need to shut down the operating rooms during regular business hours.

Geothermal Heat Pumps

Emerging renewable energy technology is crucial in today's decarbonization efforts. The geothermal heat pump uses the Earth's stable internal temperature to effectively heat and cool buildings without the associated greenhouse gas emissions. These ground-source heat pumps are four times more efficient than air-source heat pumps and are growing more popular in suburban and city landscapes. Ambient is currently the leader in geothermal heat pump sales in the NY metropolitan area.

Electric Vehicle Service Equipment

Mechanical Technologies, an Ambient company, supported the following hospitals by providing EV charger installations (40 chargers total):

- Morristown Medical Center
- Inspira Medical Group
- Chilton Medical Center
- Overlook Hospital

Modular ceilings and walls implemented at the North Shore University Hospital Petrocelli Surgical Pavilion - Opened in Feb. 2024



Future-Forward Technology

Battery Storage

With the ever-increasing demand for energy, microgrids supported by Battery Energy Storage Systems (BESS) are redefining how we sustainably use and store energy. BESS can capture energy from multiple sources, including renewables, and store it for later release. Among other benefits, these storage solutions can save energy costs through load shifting and peak shaving, provide reliable backup power, support grid stabilization through frequency regulation programs, and reduce greenhouse gas emissions. Ambient companies are helping customers integrate these advanced technologies into their operations by designing turnkey BESS and microgrid solutions that meet their unique energy needs. Supporting onsite EV charging infrastructure is one example of how we've risen to meet the needs of our customers. For instance, H.C. Nye is partnering with the Pennsylvania Turnpike Commission on BESS-supported microgrid design for future EV charging stations.



Low-GWP Refrigerants DMG North - Straus Family Creamery

DMG North is partnering with Flow Environmental Systems, ProspectSV, Straus Family Creamery, Avida Energy, Alter Engineers, and Lawrence Berkeley National Lab to demonstrate fully electric heat pump technology at the Straus Family Creamery dairy manufacturing facility in Rohnert Park, CA.

Funded by the California Energy Commission, the project kicked off in September and will span the next two-and-a-half years. It aims to contribute to a sustainable transformation of the commercial cold storage sector, reduce GHG emissions, improve energy efficiency, demand flexibility, save costs, and apply advanced defrost controls. Flow Environmental Systems' ANSWR CO₂ Heat Pump system will be installed and demonstrated at multiple cold storage sites used to store Straus' organic ice cream, yogurt, and other various dairy products.

This project will serve as a strong example of the industry's commitment to a climate-positive future through industrial decarbonization. In addition, the project will facilitate the rapid rollout of an innovative heat pump addressing carbon and peak load challenges in California's industrial refrigeration sector.

"We are excited to help lead our industry through this transformation in how we heat our commercial buildings. This partnership highlights DMG's role in our marketplace to promote innovative product solutions through investment in education for our customers and colleagues."

Joe Pipitone — Senior Vice President, California

Indoor Air Quality

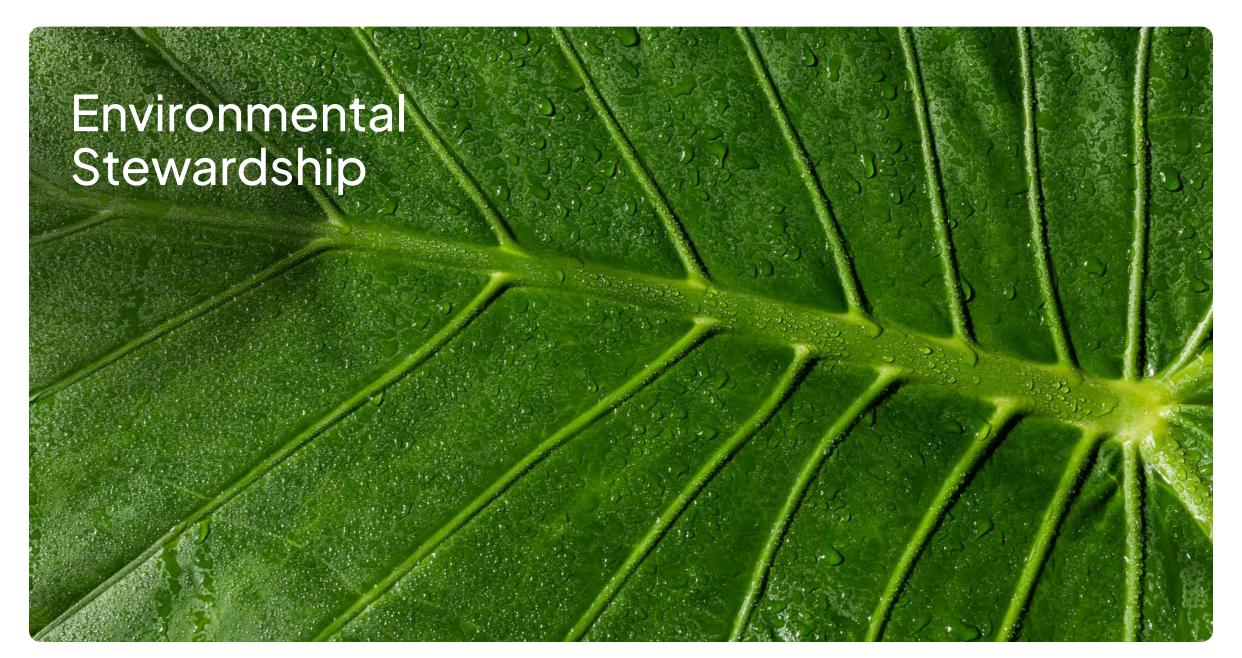
In recent years, attention to indoor air quality (IAQ) has increased among businesses, building owners, and the general public, with specific concern directed toward spaces with high occupancy rates, such as hospitals, schools, and airports. This growing prioritization has led to the accelerated adoption of high-tech solutions aimed at mitigating airborne pathogens and contaminants. One such solution consists of electronic filters, which use advanced polarization technology to attract contaminants to charged fibers and capture them. Ambient promotes electronic filters, amongst other IAQ solutions, to support client health, wellness, and comfort.

Award-Winning Solutions

Gil-Bar Industries - Empire Technology Prize

Our collaborations in sustainability were recently recognized on a broader scale. In 2024 Ambient, Gil-Bar Industries, and Flow Environmental Systems were selected as joint finalists in the \$10 million Empire Technology Prize*, a competition for global solution providers to advance and demonstrate innovative technology that help decarbonize the heating of New York's tall buildings. Ambient and Gil-Bar's partnership with the Flow team and their innovative ANSWR CO2 heat has been recognized for its potential to revolutionize heating solutions in NYC high-rise multifamily and commercial buildings.





Scope 1, 2, & 3 Emissions

2024 Progress

In 2024 we added 10 companies, including 5 fleets, into our emissions tracking strategy. We were also able to grow our dedicated sustainability team. Thanks to these updates, we successfully tracked our Scope 3 data for the first time.

Emissions Reduction Goals

As we continue to grow physically as an organization. our priority is to reduce our overall Scope 2 emissions intensity by continuously monitoring energy consumption at our facilities and implementing energy conservation measures accordingly.

Our strategy for Scope 1 emissions reduction involves several initiatives, including:

- Introducing hybrid vehicles into our service vehicle fleets in 2025
- Deploying GPS software with route optimization to our service vehicles in 2025
- Continuing to reduce travel times and subsequent CO₂ emissions

Waste

Construction projects account for most of the waste we interact with daily. We're doing our part to reduce construction waste by promoting modular construction technology (review our GBHLS case study from page 17 for an example on how we typically work on achieving less construction waste.) Outside of our construction sites and projects, we also promote recycling, reusable kitchenware, and biodegradable single-use items wherever necessary in our brands' offices and warehouses.

Emissions (Market-Based)*

	2024	2023	2022	
Scope 1 Emissions (tons CO ₂ e)	2,908	1,150	946	
Scope 2 Emissions (tons CO ₂ e)	0	175	363	
Scope 3 Emissions (tons CO ₂ e)	20,479,948	N/A	N/A	

Scope 1 and 2 Emissions Intensity (Market-Based)*

	2024	2023	2022	
Emissions Intensity (tons CO ₂ e per Million USD in Gross Revenue)	0.194	0.249	0.286	

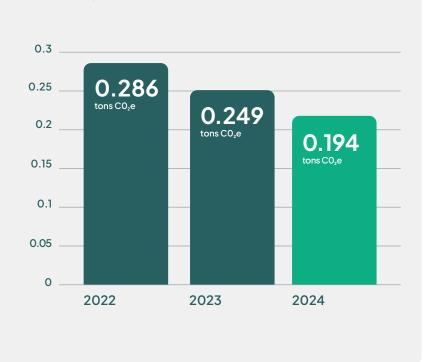
As we continue to track our carbon emissions year over year, our data collection and calculation methods have become increasingly refined. Accordingly, our previous years' emissions figures have been updated to reflect these improvements.

*Annual energy consumption and subsequent CO2 emissions are calculated using a mix of energy consumption and spend data. additional calculations provide energy usage estimates for locations at which this data is unavailable. These additional calculation

- 1. Use of the Environmental Protection Agency (EPA) eGRID Power Profiler
- (https://www.epa.gov/egrid/power-profiler#/) to compute electricity consumption
- 2. Use of facility square footage data to compute energy consumption from space heating

Scope 1 & 2 Emissions Intensity

(tons CO₂e per Million USD in Gross Revenue)



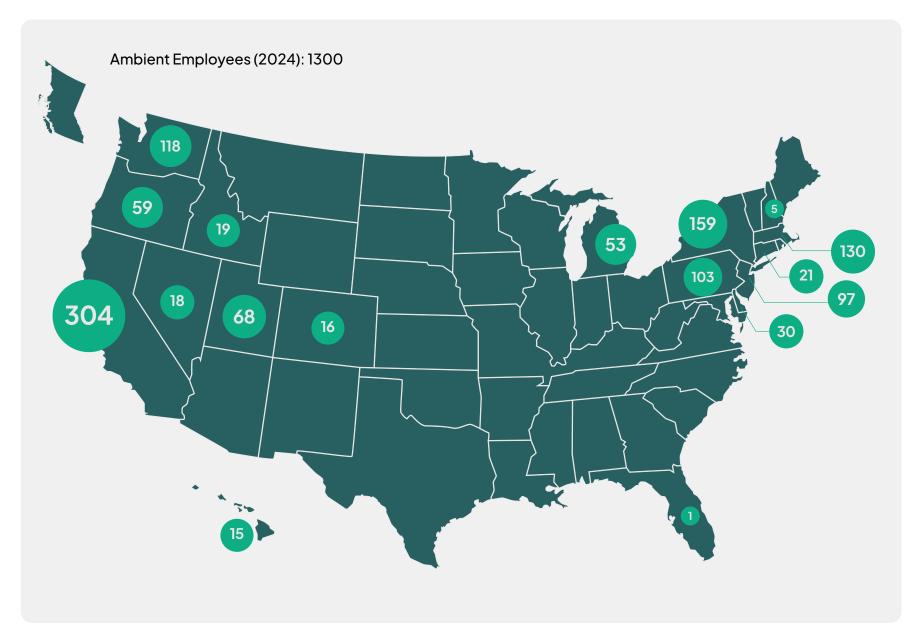


Our Team

In 2024 Ambient expanded our offices and partnerships, resulting in hundreds of new hires from across the nation. With this expansion also comes a greater focus on how we can meet our employees where they are and offer them the best benefits to suit their lifestyles. We seek talent of all ages, from all backgrounds, whether they are students of local tech schools or are a part of our Veteran Hiring Program. Many of our employees have been with us for decades. Retention remains high, which is a testament to our mutually beneficial working relationships. Our pride in our employees is undeniable and it shows.

Approach to Recruiting

In order to meet hiring demands, our recruitment team expanded to include four new team members. We also created a new careers page to make the job search and hiring process a breeze. Within our online applications, we have added voluntary self-identification questions on veteran status, disability, race/ethnicity, and gender in order to attract and invest in a more diverse workforce.



Engagement & Appreciation

We take every opportunity to hold events for our employees in order to show our appreciation for all they do. As we grow, we will never stop acknowledging the amazing people we have working alongside us through hosting events and taking part in conventions to celebrate them.

Gil-Bar Industries Leading Ladies of HVAC March 2024

During Women in Construction Week, Gil-Bar hosted women leaders from across the country for its "Leading Ladies in HVAC" event. The day was dedicated to making connections, sharing experiences, and celebrating the integral role women play in building an inclusive future for the construction space.

GBS Soccer League Summer 2024

GBS employees built camaraderie and promoted physical well-being by participating in a summer soccer league and playing against local teams. Colleagues across different departments came together to practice, compete, and cheer each other on.

Arlington National Cemetery Wreath Laying June 2024

Veterans and families representing Ambient at Arlington National Cemetery's Tomb of the Unknown Soldier's ceremonial wreath-laying. Afterwards, they were treated with a behind-the-scenes tour of the facility. Ambient has always been privileged to have those with such integrity on our team, and will always honor those who serve.

"It was inspiring to hear from leaders who are continuously driving progress for all women in our industry."

Jenna Prasad—Sustainability Engineer







Health & Wellbeing

Employee Safety

Every employee at all levels has a responsibility to uphold the highest safety and health policies. Our safety and health program conforms to the best practices of our industry—and it's this strong collaboration between our employees and trainers that makes our safety program successful. It is expected that management always provides a safe working environment, while employees perform in accordance with our safety standards and practices. We discuss our workplace safety practices at technician peer meetings. Only through this ongoing cooperative effort are we able to continually ensure everyone's health and safety.

At Ambient, employee health and safety is a major component to every aspect of our operations. Our health and safety plan includes the improvements we've made on health policies and employee safety, as outlined in the details on this page.



Safety Management

In addition to our internal safety efforts, our service team partners meet with an outside consultant to address and meet safety needs on a case-by-case basis. This outside consultant can administer safety training for applicable employees as needed and handle specific safety requirements for specific job needs.

For additional details on training or occupational health and safety policies, please contact us at info@ambient-enterprises.com or 732.981.0570.



Benefits & Wellness

We offer competitive wages and a robust benefits package for our employees, their spouses, domestic partners and children. Employees receive paid time off, PPO and HDHP options, HSA and Flex account options, paid holidays, paid sick time, family and medical leave, access to life insurance, health insurance (including medical, dental and vision care), as well as a competitive 401(k) plan. Critical illness insurance and hospital indemnity insurance are also included in our offerings.

Our healthcare package includes a virtual plan that offers immediate, on-demand 24/7 access to affordable, quality board-certified doctors and pediatricians through secure video chat or phone. A new 90 Now prescription program enables employees to fill prescriptions up to a 90-day supply using a local retail pharmacy within the plan's network.

We know not all employees are in need of the same benefits and so we go beyond traditional healthcare programs to include plans that are suited to the needs of our community.

For example, the ASHCare Virtual Physical Therapy and Occupational Therapy programs provide live virtual sessions with a dedicated physical or occupational therapist. These sessions are available 80 hours per week and include access to custom home exercise programs complete with instructional videos.

In addition to ASHCare, we offer employees rehabilitation

through the Airrosti Remote Recovery program, which provides ongoing support (for 12 months per injury) for employees suffering from muscle and joint pain. Employees receive virtual care that includes an orthopedic evaluation, an accurate diagnosis, and a personalized recovery program tailored to support their ailment.

When it comes to lifestyle changes, we also provide access to enrollment in programs like the Omada Diabetes Prevention Program. Patients receive a personalized dashboard, a connected scale, a professional health coach, and a supportive peer group. The program is designed to help people eat healthier, increase physical activity, overcome challenges, strengthen healthy habits and continue to set and reach health goals with strategies that work.

If employees need further assistance, we provide confidential access to licensed professional counselors who can help one-on-one with mental or interpersonal relationship issues. Finally, through our Employee Assistance Program (EAP), we offer access to Licensed Professional Counselors who can help with family care, financial services, legal questions, and more.

Outside of health and wellness benefits, we provide access to accident insurance and legal insurance that includes legal coverage and identity theft protection.

For additional details on benefits, please contact us at info@ambient-enterprises.com or 732.981.0570.



Human & Employment Rights

Statements on Human & Employment Rights

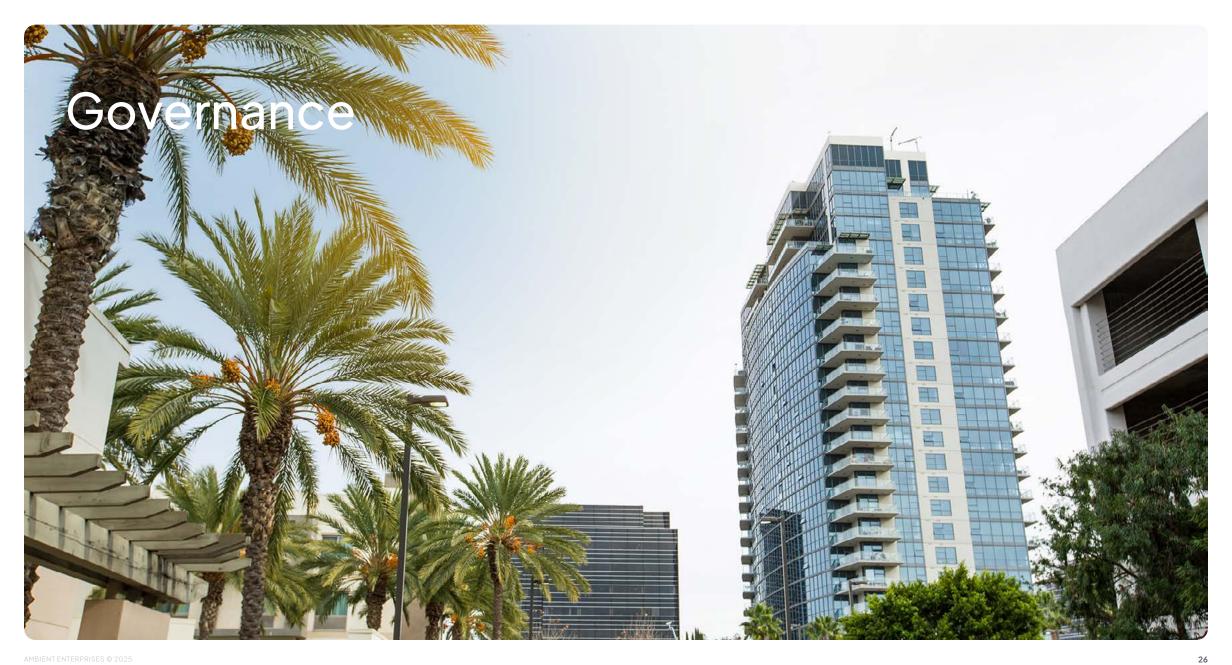
Published in June 2024, our statements can be found on the Ambient website. In brief, Ambient respects human rights in accordance with the International Bill of Human Rights. We prioritize employee and customer health and safety, promote diversity, equity, inclusion and belonging in all communications and actions, and are committed to engaging with our business partners to incorporate human and labor rights considerations in procurement decisions.

In accordance with this bill, we condemn all forms of forced labor, child labor, modern slavery, and human trafficking. In 2024 we introduced the email integrity@ambient-enterprises.com so that our supply chain partners and team members can immediately report any concerns or violations.

Business Partner Code of Conduct

In 2024 we also created a BPCOC to outline the principles we expect our partners to join us in upholding. This code of conduct can also be found on our website: Ambient Business Partner Code of Conduct.





Ambient Leadership

Ambient Executives

Chris Bisaccia Chief Executive Officer

Joe Sbarra
President, Ambient

Steve WestonPresident, DMG

Board of Directors

Our board comprises six people, including two independent members, who are each united in and involved with improving our sustainability efforts. The board constantly engages with stakeholders and integrates that feedback into the management of Ambient's impact on the economy, the environment, and the communities surrounding us.

Corporate Leaders

Gene Castagna
Chief Business
Development Officer

Cheryl Donahue General Council

Ed Dunlap
Chief Financial Officer

David GoldenHead of Marketing

Maureen McNerney Chief Human Resources Officer

Jenna Prasad Sustainability Engineer

Tony TanzilloChief Operating Officer

Scott Wallace
Chief Information Officer

Sales, Service & Parts Leaders

Rudy Caffall

Senior Vice President, Pacific Northwest

Craig Campbell
Senior Vice President,
Parts & Aftermarket Sales,
New England Sales

Ken Corio Senior Vice President, Field Services

Scott Gilchrist Senior Vice President, Airside Products **Kyle McLeod**Senior Vice President,
Midwest

Matt Neumann Senior Vice President, Mid-Atlantic

Chris Oberle Senior Vice President, Mountain

Joe Pipitone Senior Vice President, California



Strategic Oversight

Ethics

Our company conducts business honestly and ethically wherever we operate. We promise to improve the quality of our services, products, and operations and will maintain a reputation of honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment. Our managers and employees are expected to adhere to high standards of business and personal integrity as a representation of our practices, at all times consistent with their duty of loyalty to Ambient Enterprises.

Cybersecurity

The development, implementation, and improvement of Ambient's information security strategy is led by Ambient IT Security staff, including our IT Security Manager, who constantly monitors risks using modeling and security support systems, in addition to third-party incident response specialists. In addition, we make sure our employees are well aware of potential cybersecurity threats through our Cyber Security Awareness Training program.

Security Awareness Training

Ambient's IT Security staff, led by our IT Security Manager, leads the advancement, deployment, and continuous refinement of Ambient's information security strategy. The Security staff proactively strengthens Ambient's security posture by minimizing risk through adherence to best practice frameworks and continuous cybersecurity monitoring and response through their third-party SOC (Security Operations Center).

Ambient enhances its cybersecurity posture by conducting phishing simulations and delivering comprehensive security awareness training to its employees through online and instructor-led courses. Over 7,800 security awareness courses were completed in 2024 across all Ambient team members. As a result of Ambient's training efforts, internal phishing email click rates dropped by 2% in 2024.

Ambient's cybersecurity Incident Response Plan (IRP) was developed in accordance with the National Institute of Standards and Technology (NIST) Special Publication 800–61 rev.2. This new IRP collects information from users on all issues, including:

- Malware/Viruses/Trojans
- Ransomware
- Phishing
- Unauthorized electronic access
- Breach of information
- Unusual, unexplained, or repeated loss of connectivity
- Unauthorized physical access
- Loss or destruction of physical files

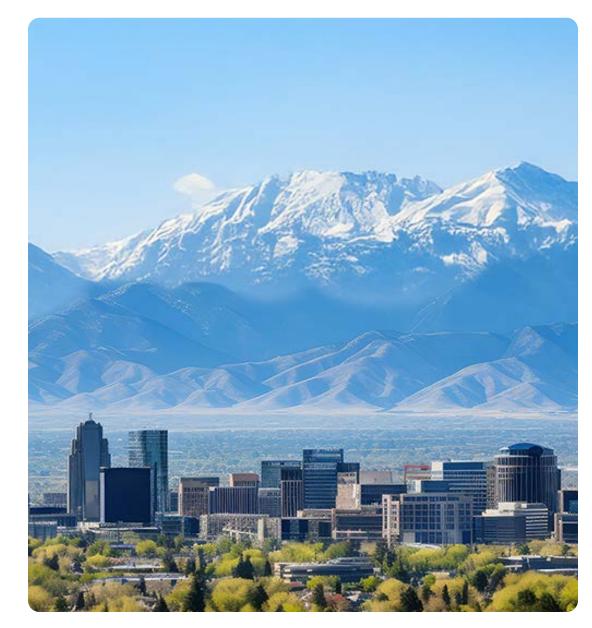
The IRP includes a standard operating procedure (SOP) created by Ambient's security team for identifying, investigating, and remediating cybersecurity threats, including phishing response and reporting. Ambient employees' security training equips staff with the knowledge to identify potential threats and respond effectively to security incidents.

Ambient has a strategic and ambitious roadmap to further enhance its cybersecurity posture throughout 2025.

Responsibility

Ambient senior management approves the Incident Response Plan, maintaining and revising cybersecurity policies constantly in accordance with the latest practices.

For additional details on Ambient's Standards of Conduct, Ethics Code, Anti-Discrimination policies, and Cybersecurity policies please contact us at info@ambient-enterprises.com or 732.981.0570.



Climate Governance, Risks & Opportunities

We embed environmental responsibility and climate-related risk management into every level of our business. Our CEO partners directly with our sustainability team and delivers new and relevant climate-related issues at every quarterly board meeting.

Because our board members and company leaders are constantly informed and involved, they are able to form better risk management policies, strategies, and plans of action around these issues throughout the year. Our sustainability goals are top priority for both our planning and action. We've continued to make incremental progress against greenhouse gas emissions reduction and decarbonization and provide sustainability updates multiple times a year.

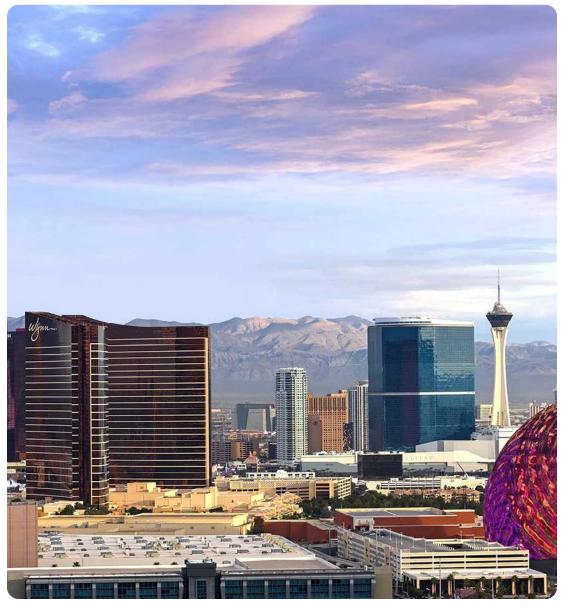
Our Risk Management Process

Regulatory requirements around sustainability are constantly being updated, and it's our job to always stay informed on how best to rise to meet these updates as they affect our business. The cities we operate in have some of the strongest decarbonization and energy efficiency plans in the country. By researching these plans and being proactive in problem solving ahead of time, we are able to better help our clients reach and exceed compliance requirements before they take effect.

Our process for managing climate-related risks is rooted in in-depth research and analysis on current and future regulations, changing stakeholder priorities, and science-backed information on climate change and global warming. Every risk is assessed by its potential impact on our business, our clients, our community, and our environment. Our Sustainability Leadership then

works closely with the CEO, who integrates this information into the business' overall risk management strategy through transparent communication with internal stakeholders. Once our strategy is in place, we are able to take swift mitigating action.





Climate Governance, Risks & Opportunities

Strategy

Risks

Туре	Risk	Impact
Transition		
	Refrigerant Regulation	Decreased global warming potential (GWP) limits for refrigerants in states such as California and New York will render common refrigerants obsolete in coming years.
	Higher costs for energy- efficient products	Newer and more eco-friendly products tend to have larger upfront costs in comparison to traditional systems.
	Electric grid overload	If the electric grid overloads in any of our territories due to increasing electrification, there could be reduced demand for our electric products.
	Reputation	If we fail to prioritize sustainability in our business model and operations, we risk harming our reputation with our customers and employees.
	Potential for federal deregulation	Deregulation and rollbacks of key climate legislation may impact the incentivization of energy-efficient tech. These rollbacks might lessen stakeholder push for a cleaner built environment.
	Cybersecurity risks	While we have implemented prevention and mitigation measures to prevent cybersecurity threats, we are aware of potential vulnerabilities to cyberattacks.
Physical		
	Increasing potential for climate-change related natural disasters	Natural disasters or other extreme weather events might cause supply chain demand issues, resulting in reduced revenues.

Opportunities

Possibilities for Impact	
Internal switchover to energy-efficient electric vehicles	Hybridizing our fleet will result in reduced operating costs and lower Scope 1 GHG emissions.
State and local legislation on mandatory building decarbonization and increasing energy efficiency	As buildings and businesses must meet new and emerging compliance requirements, there will be a higher demand for Ambient's energy-efficient and electric products.
Continuous funding of utility- run incentive programs	Potential savings through utility programs can increase demand for eligible equipment.
Awareness of indoor air quality benefits	In a post-pandemic landscape, demand for increased ventilation, filtration, and purification technology persists.
Development of energy-efficient/ renewable energy HVAC systems	Ambient's involvement in and experience with smart technology, geothermal heat pumps, and other energy-efficient HVAC technology puts us in a prime position for growth as new technology emerges.
New Partnerships	Partnerships across Ambient allow for growth and development in new territories.

BIENT ENTERPRISES © 2025 30

Social Governance & Responsibility

Part of our social responsibility is to take care of our surrounding communities by leveraging every possible resource. From financial to educational to service-oriented, we take the time to give back in myriad ways so that future generations can experience a better world.

Peer Education

We offer ongoing education and factory certification to engineering professionals and community members from all backgrounds. In 2024, our in-house educational program held PDH-accredited classes both online and in-person in Long Island, New York City, New Jersey, and Pennsylvania, often partnering with our manufacturers to do so.

Some of the classes we offered in 2024:

- Inside the Box: Fan Characteristics and Applications
- High Efficiency Run Around Energy Recovery Systems
- Winter Operation of Air Source Heat Pumps
- Future Transition to A2L Refrigerants
- Designing One Pipe Hydronic Systems
- IAQ Monitoring Systems
- Humidification
- Advanced Heat Pump Solutions for Decarbonizing Large Buildings and Commercial Cold Storage

Community members also have the opportunity to take classes with our West Coast partners, which frequently offer classes and technician trainings for the majority of their product lines.

Because of our extensive classrooms and showrooms nationwide, we are able to provide the type of hands-on experience and education in cutting-edge technology

that helps our employees and customers feel confident, successful and in-sync when working together.

For additional details on our academic programs, including current class offerings, please contact us a info@ambient-enterprises.com or 732.981.0570.

Internship Program

Ambient's nationwide internship program provides students with the opportunity to develop and refine their skills through practical experience and real-world exposure to the HVAC industry. Interns work alongside our sales, service, and internal teams, learning first-hand from experienced professionals. Internships are offered in a variety of fields, including business, finance, engineering, marketing, and more. By supporting career development for the next generation of professionals, Ambient aims to promote individual growth and to strengthen the collective workforce in our communities.





We provide support to many charities and nonprofits through donations and sponsorships.

Corporate Memberships

Many of our employees are members of organizations that help strengthen careers and give back to the communities they live, including:

- Professional Women in Construction (PWC)
- · Urban Green Council
- American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE) (National, New York City, and Long Island Chapters)

Individual Participation

Some of our employees take action together through volunteering with industry-related groups and attending events, including:

- Alliance for Action
- Urban Green Council Emerging Professionals Committee

Sustainability Engagement

We regularly attend industry events that help us sharpen our sustainability know-how and focus our strategies. In 2024, these events included:

- Responsible Business USA
- BOMA Energy Action Day
- Climate Week NYC
- Urban Green Gala
- ASHRAE Decarbonization Conference NYC

Charity-Sponsored Events

- Air Product Sales Events with DMG Corporation
- The Southland Industries Charity Golf Tournament with ToroAire
- The Hawaii Red Cross Charity Golf Tournament with DMG Corporation and MAPCO
- The Stadium Classic Golf Tournament with Johnson Barrow

Organizations We Support

ASHRAE

Serving humanity by advancing the arts and sciences of heating, ventilation, air conditioning, refrigeration and their allied fields.

BLUE HAWK Gives Back

Partners with charitable organizations on volunteer projects.

Boys & Girls Club of Oyster Bay

Non-profit agency serving kindergarten through twelfth graders through programs and activities which stress character development.

Casa Youth Shelter

Provides temporary shelter for youth ages 12-17 who are homeless, abused, or struggling with crisis.

Children's Hospital Los Angeles

Helping families live healthier lives.

Creative Art Works

Empowering young people with arts programming that helps them develop personal and professional skills.

Habitat for Humanity

Habitat for Humanity is a nonprofit organization that helps families build and improve places to call home.

Folded Flag Racing

Folded Flag Racing raises awareness and money to support Veteran Suicide Prevention.

Kids for Kids Foundation

A community of friends, families, and colleagues raising money for organizations that support children and families struggling with medical challenges.

Memorial Sloan-Kettering Cancer Center

Cancer treatment and research institution in Manhattan, NYC.

Overlook Foundation

Raises funds that are used to purchase stateof-the-art equipment and fund special programs for Overlook Medical Center.

Professional Women in Construction New York Chapter

Seeks to support, advance, and connect women while promoting diversity within the architecture, engineering, construction, (AEC) and related industries.

Puppies and Golf

Supports and promotes shelters across the country with a focus on connecting humans and dogs for a lifetime of purpose and companionship.

The Salvadori Center

Partner with NYC and Pennsylvania schools to provide push-in STEAM programs for K-12 students that include ALL curricula, instruction, materials, and supplies.

The Shalom Center for Conflict Resolution and Reconciliation

Working for a society free of physical violence and unjust social structures in Africa, building peaceful and reconciled communities.

Thomas House Family Shelter

Providing for the well-being of homeless families, while empowering them to be independent and self-sufficient.

Torch Foundation

Non-profit organization that conducts transformational leadership workshops for teens ages 13–17.

Urban Green Council

A nonprofit dedicated to decarbonizing buildings for healthy and resilient communities.

Valhalla Veterans

Valhalla Veterans aims to prevent suicides in the warrior community by providing connection, purpose, and hope to warriors and their families.

Veterans Fishing Adventure

Veterans Fishing Adventure offers Veterans and their families fishing and boating trips on the Potomac River in Fairfax, VA and Occoquan River in Lorton, VA.

GRI Content Index

GRI Standard	Disclosure	Location
GRI 2: General Disclosures		
1. The Organization and its Reporting Practices		
2-1	Organizational details	p.05 "About Ambient"
2-2	Entities included in the organization's sustainability reporting	p. 04 "Overview" p. 06 "Systems for Spaces That Matter"
2-3	Reporting period, frequency and contact point	p.04 "Overview"
2. Activities and Workers		
2-6	Activities, value chain, and other business relationships	p.05 "About Ambient"
2-7	Employees	p.22 "Our Team"
3. Governance		
2-9	Governance structure and composition	p. 27 "Ambient Leadership"
2-12	Role of the highest governance body in overseeing the management of impacts	p. 29 "Climate Governance, Risks & Opportunities"
2-13	Delegation of responsibility for managing impacts	p. 29 "Climate Governance, Risks & Opportunities"
2-14	Role of the highest governance body in sustainability reporting	p. 29 "Climate Governance, Risks & Opportunities"
4. Strategy, Policies, and Practices		
2–22	Statement on sustainable development strategy	p. 10 "A Letter From the CEO"
2–23	Policy commitments	p. 25 "Human & Employment Rights" p. 26 "Governance"
2–24	Embedding policy commitments	p. 25 "Human & Employment Rights" p. 26 "Governance"
2-25	Processes to remediate negative impacts	p. 26 "Governance"
2-26	Mechanisms for seeking advice and raising concerns	p.21 "People & Culture"
2-28	Membership associations	p. 32 "Organizations We Support"
5. Stakeholder Engagement		

Ambient Locations (2024)

Vancouver, British Columbia Anaheim, CA Beaumont, CA Castro Valley, CA Dominguez Hills, CA Fountain Valley, CA Fresno, CA Glendale, CA Orange, CA Poway, CA Sacramento, CA San Diego, CA San Jose, CA San Luis Obispo, CA Golden, CO Louisville, CO Cheshire, CT South Windsor, CT Wilmington, DE Honolulu, HI Kapolei, HI Boise, ID Idaho Falls, ID Kennebunk, ME Attleboro, MA Brockton, MA Canton, MA Newburyport, MA Baja California, Mexico Grand Rapids, MI

Madison Heights, MI Portage, MI Las Vegas, NV Reno, NV Londonderry, NH

Berkeley Heights, NJ Pine Brook, NJ Brentwood, NY Brooklyn, NY Long Island City, NY New York, NY Westchester, NY Clackamas, OR Portland, OR Gibsonia, PA Harrisburg, PA King of Prussia, PA Warminster, PA Logan, UT Ogden, UT Salt Lake City, UT South Salt Lake, UT St. George, UT Seattle, WA Spokane, WA

GRI Content Index

GRI Standard	Disclosure	Location
2-29	Approach to stakeholder engagement	p. 04 "Overview" p. 09 "Our Values" p. 12 "Progress on a National Scale" p. 23 "Engagement & Appreciation" p. 25 "Business Partner Code of Conduct" p. 27 "Ambient Leadership" p. 28 "Strategic Oversight" p. 31 "Social Governance & Responsibility"
2–30	Collective bargaining agreements	p. 25 "Human & Employment Rights"
GRI 3: Material Topics		
3–1	Process to determine material topics	p. 04 "Overview"
3-2	List of material topics	p. 04 "Overview"
GRI 201: Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	p. 29 "Climate Governance, Risks & Opportunities"
201-3	Defined benefit plan obligations and other retirement plans	p. 24 "Benefits & Wellness"
GRI 205: Anti-corruption		
1–1 (205)	Topic management disclosure	p. 25 "Human & Employment Rights" p. 26 "Governance"
GRI 302: Energy		
302-5	Reductions in energy requirements of products and services	p. 16 "Our Sustainable Solutions"
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	p. 20 "Scope 1, 2, & 3 Emissions" p. 39 "Appendix"
305-2	Energy indirect (Scope 2) GHG emissions	p. 20 "Scope 1, 2, & 3 Emissions" p. 39 "Appendix"
305-3	Other indirect (Scope 3) GHG emissions	p. 20 "Scope 1, 2, & 3 Emissions" p. 39 "Appendix"
305-5	Reduction of GHG emissions	p. 20 "2024 Progress"

Partners

For additional details on Ambient's manufacturing partners and line card, please contact us at info@ambient-enterprises.com or 732.981.0570.

GRI Content Index

GRI Standard	Disclosure	Location
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	p. 20 "2024 Progress"
306-2	Management of significant waste-related impacts	p. 17 "Energy-Efficient Products"
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	p. 24 "Health & Wellbeing"
403-2	Hazard identification, risk assessment, and incident investigation	p. 24 "Health & Wellbeing"
403-3	Occupational health services	p. 24 "Health & Wellbeing"
403-4	Worker participation, consultation, and communication on occupational health and safety	p. 24 "Employee Safety"
403-5	Worker training on occupational health and safety	p.24 "Safety Management"
403-6	Promotion of worker health	p.24 "Health & Wellbeing"
403-8	Workers covered by an occupational health and safety management system	p. 24 "Safety Management"
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	p. 25 "Human & Employment Rights"
GRI 406: Non-discrimination		
33–3 (406)	Management of material topics	p. 25 "Human & Employment Rights"
GRI 407: Freedom of Association and Collective Bargaining		
3–3 (407)	Management of material topics	p. 25 "Human & Employment Rights"
GRI 408: Child Labor		
3–3 (408)	Management of material topics	p. 25 "Human & Employment Rights"

GRI Content Index

GRI Standard	Disclosure	Location
GRI 409: Forced or Compulsory Labor		
3–3 (409)	Management of material topics	p. 25 "Human & Employment Rights"
GRI 413: Local Communities		
413–1	Operations with local community engagement, impact assessments,	p. 31 "Peer Education"
	and development programs	p. 32 "Organizations We Support"
GRI 416: Customer Health and Safety		
416–1	Assessment of the health and safety impacts of product	p. 17 "Our Sustainable Solutions"
	and service categories	p. 25 "Human & Employment Rights"

IFRS Disclosure Recommendations

Recommendation	Recommended Disclosure	Location
Governance		
	(a) Disclose information about the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability- and climate-related risks and opportunities.	p. 29 "Climate Governance, Risks & Opportunities"
	(b) Disclose management's role in the governance processes, controls, and procedures used to monitor, manage, and oversee sustainability- and climate-related risks and opportunities.	p. 29 "Climate Governance, Risks & Opportunities"
Strategy		
	(a) Disclose the sustainability- and climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	p. 30 "Strategy"
	(b) Disclose the current and anticipated effects of those sustainability- and climate-related risks and opportunities on the entity's business model and value chain.	p. 30 "Strategy"
	c) Disclose the effects of those sustainability- and climate-related risks and opportunities on the entity's strategy and decision-making.	p. 30 "Strategy"
	d) Disclose the effects of those sustainability- and climate-related risks and opportunities on the entity's financial position, financial performance, and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance, and cash flows over the short, medium, and long term, taking into consideration how those sustainability-related risks and opportunities have been factored into the entity's financial planning.	p. 30 "Strategy"
	(e) Disclose the resilience of the entity's strategy and its business model to those sustainability- and climate-related risks.	p. 30 "Strategy"
Risk Management		
	(a) Disclose the processes and related policies the entity uses to identify, assess, prioritize, and monitor sustainability- and climate-related risks.	p. 29 "Our Risk Management Process"
	(b) Disclose the processes the entity uses to identify, assess, prioritize, and monitor sustainability- and climate-related opportunities.	p. 29 "Our Risk Management Process"
	(c) Disclose the extent to which, and how, the processes for identifying, assessing, prioritizing, and monitoring sustainability- and climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	p. 29 "Our Risk Management Process"

IFRS Disclosure Recommendations

Recommendation	Recommended Disclosure	Location
Metrics and Targets		
	(a) Disclose, for each sustainability- and climate-related risk and opportunity that could reasonably be expected to affect the entity's prospects, metrics the entity uses to measure and monitor:	p. 30 "Strategy"
	(i) that sustainability- and/or climate-related risk or opportunity	p. 30 "Strategy"
	(il) its performance in relation to that sustainability- and/or climate-related risk or opportunity, including progress towards and targets the entity has set, and any targets it is required to meet by law or regulation.	p. 30 "Strategy"

Emissions (Market-Based)*

	2024	2023	2022
Scope 1 Emissions (tons CO2e)	2,908	1,150	946
Scope 2 Emissions (tons CO2e)	0	175	363
Scope 3 Emissions (tons CO2e)	20,479,948	N/A	N/A

Scope 1 and 2 Emissions Intensity (Market-Based)*

	2024	2023	2022
Emissions Intensity (tons CO2e per Million USD in Gross Revenue)	0.194	0.249	0.286

^{*}Annual energy consumption and subsequent CO2 emissions are calculated using a mix of energy consumption and spend data. Additional calculations provide energy usage estimates for locations at which this data is unavailable. These additional calculation methodologies include:

Use of the Environmental Protection Agency (EPA) eGRID Power Profiler (https://www.epa.gov/egrid/power-profiler#/) to compute electricity consumption
 Use of facility square footage data to compute energy consumption from space heating

