SCALING IMPACT, POWERING THE FUTURE

SOLV® ENERGY

2025 IMPACT AND ESG PROGRESS REPORT



ABOUT THIS REPORT

This is SOLV Energy's third annual Impact and ESG Report ("Report"), published by SOLV Energy on October 19th, 2026. Unless otherwise noted, this Report covers quantitative data and qualitative information from our 2025 fiscal year, starting January 1, 2025, and ending December 31, 2025. The data in this report reflects the majority of our U.S. operations, unless otherwise specified. References to "SOLV Energy," "the Company," "us," "we," "our," or similar terms in this report refer to SOLV Energy, Inc. We invite you to find additional information in our filings with the Securities and Exchange Commission on EDGAR and on our company website.



IMPORTANT INFORMATION REGARDING REPORTING STRUCTURE AND FORWARD-LOOKING STATEMENTS

This Report follows SOLV Energy's environmental, social, and governance (ESG) framework, 'Good Energy.' This is a unique framework that discloses the company's impact regarding specific topics relevant to our business operations and other topics as necessary. For the second year, this report is also aligned with the United Nations Sustainable Development Goals (SDGs). Refer to the appendix for specifics. In an effort to continue transparency, SOLV Energy's annual Impact and ESG Report structure may change and align with additional sustainability disclosures as relevant in the future.

This Report describes our vision, mission, values, sustainability initiatives, and various policies, procedures, programs, and practices. References to these measures do not guarantee their effectiveness or application in every circumstance. Environmental and sustainability data, including GHG emissions information, may be based on evolving methodologies, estimates, assumptions, and reporting standards and may change over time. Inclusion of information in this Report does not indicate that it is material under U.S. securities laws or required to be disclosed in SEC filings.

This Report contains forward-looking statements within the meaning of applicable U.S. securities laws, including statements regarding our sustainability goals, emissions-reduction efforts, energy-transition opportunities, capital projects, business strategy, and future operating and financial performance. These statements are based on current expectations and assumptions and are subject to numerous risks and uncertainties, many of which are beyond our control. Actual results may differ materially from those expressed or implied. Additional information regarding these risks can be found in our SEC filings, including our most recent Form 10-K and subsequent reports.

Any climate scenarios, projections, or estimates discussed in this Report are inherently uncertain, are not forecasts or predictions, and should not be viewed as endorsements of any particular outcome. We undertake no obligation to update forward-looking statements except as required by law.

This Report may reference third-party data and websites for informational purposes. We have not independently verified third-party information and assume no responsibility for its accuracy or completeness. This Report has not been externally audited, assured, attested, or verified, and we make no representations or warranties regarding its accuracy, completeness, or reliability.

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A MESSAGE FROM OUR PRESIDENT AND CEO

I'm pleased to introduce our third annual Impact and ESG Progress Report: Scaling Impact, Powering the Future.

At SOLV Energy, we believe our responsibility goes beyond building infrastructure. As a full-service engineering, procurement and construction (EPC) and operations and maintenance (O&M) provider, we help energy developers meet America's growing demand for power. We build and operate reliable, high-performing energy projects that create value for our customers, employees, shareholders and the communities where we work. As the need for affordable, scalable power grows, we remain focused on helping our customers bring more renewable energy online while making a meaningful impact in the regions we serve.

2025 was a defining year for our company. We expanded our capabilities through the acquisitions of SDI Services and Spartan Infrastructure. These additions strengthen our ability to deliver high-voltage, transmission, foundation, and grid infrastructure solutions across the full lifecycle of utility-scale energy projects.

We also continued to grow. Over the year, we completed 25 solar projects totaling nearly 3 GWdc and delivered more than 2 GWh of battery storage. We entered 2026 with a record backlog of approximately $8 billion. These results reflect the trust our customers place in us and the strength of our position as a leading infrastructure partner in the energy transition.

Our performance starts with our people. Safety remains our highest priority, and in 2025 we achieved incident rates well below industry averages. We continued to invest in leadership development, workforce readiness, and proactive risk management across the business. We also strengthened employee engagement, improved favorability scores across our workforce, and advanced inclusion initiatives to ensure our employees can contribute and grow.

Our impact extends beyond our projects. Through initiatives like Skip the Grid, we have now delivered solar-powered electricity to 172 homes across the Navajo Nation. We continue to collaborate with schools, nonprofits, and local organizations to create opportunities, support communities, and help develop the next generation of energy leaders.

We're also investing in how the work gets done. With the launch of our Lean, Innovation, and Technology team, we expanded robotics pilots and continued to build proprietary tools that improve safety, quality, and efficiency. These efforts are helping us deliver infrastructure more reliably and at greater scale.

Looking ahead, our focus is clear. We will continue to deliver clean, safe, local, inclusive, trusted, and smart energy solutions that create long-term value for stakeholders. Our transition to a public company in early 2026 marks an important milestone and positions us for continued growth.

Thank you to our employees, customers, partners, investors, and community leaders. Your trust and commitment make this work possible. Together, we are building the infrastructure that will power America's future.

GEORGE HERSHMAN





ABOUT SOLV ENERGY

01 Who We Are

02 History

03 What We Do

04 Where We Work

WHO WE ARE

Founded in 2008, SOLV Energy is a leading infrastructure services provider to the power industry including engineering, procurement, construction, testing, commissioning, operations, maintenance, and repowering across the United States. With more than 17 years of industry leadership, we have evolved from building some of the earliest large-scale solar projects in the U.S. into a full-lifecycle partner - providing engineering, procurement, construction, commissioning, operations and maintenance, repowering, and asset optimization services, including high-voltage substations, transmission interconnections, and end-to-end SCADA and network systems.

Driven by passionate teams and a steadfast commitment to safety, SOLV Energy is trusted by energy developers for bankable execution and long-term performance. To date, we've constructed more than 500 power plants representing more than 22 GW of generating capacity since we were founded. Also, SOLV Energy currently provides O&M services under long-term agreements for over 150 locations representing 23+ GW of generating capacity. At the core of our work is a bold commitment to accelerate the transition to a clean energy economy by creating lasting relationships, driving innovation, investing in communities, and generating good energy for people and the planet.



MISSION

To make a positive difference wherever we go through projects that generate good energy for people and the planet.

CORE VALUES

Core values are a foundational part of an organization's structure that articulate the underlying beliefs and purpose that every employee is committed to embodying. Our core values define how we operate, behave and interact on a day-to-day basis. When our core values are ingrained in the way we work, we are better teammates to one another, better partners to our customers and make better decisions as an organization.

22+ GW
of energy projects constructed

23+ GW
of assets currently under management

500+
power plants completed nationwide

2,900
employees



SOLV ENERGY'S CORE VALUES:

01 **Safety:**

The most important thing at SOLV Energy is our people. Their passion and commitment to both the job and each other is what has established us as a leader in the industry. That's why, on every job, we do everything we can to keep our people safe. Through our efforts, we've been awarded a top safety rating.

02 **Quality:**

We believe that every project is a reflection of our dedication to doing the job right and within a timely manner for the benefit of both our clients and the environment.

03 **Innovation:**

Over the past decade we've made a major impact on our community, country, and environment and we've never stopped asking what's next. As an industry leader, we believe it's our responsibility to continue to push ourselves, creating new applications, platforms, and processes that deliver exceptional results.

04 **Teamwork:**

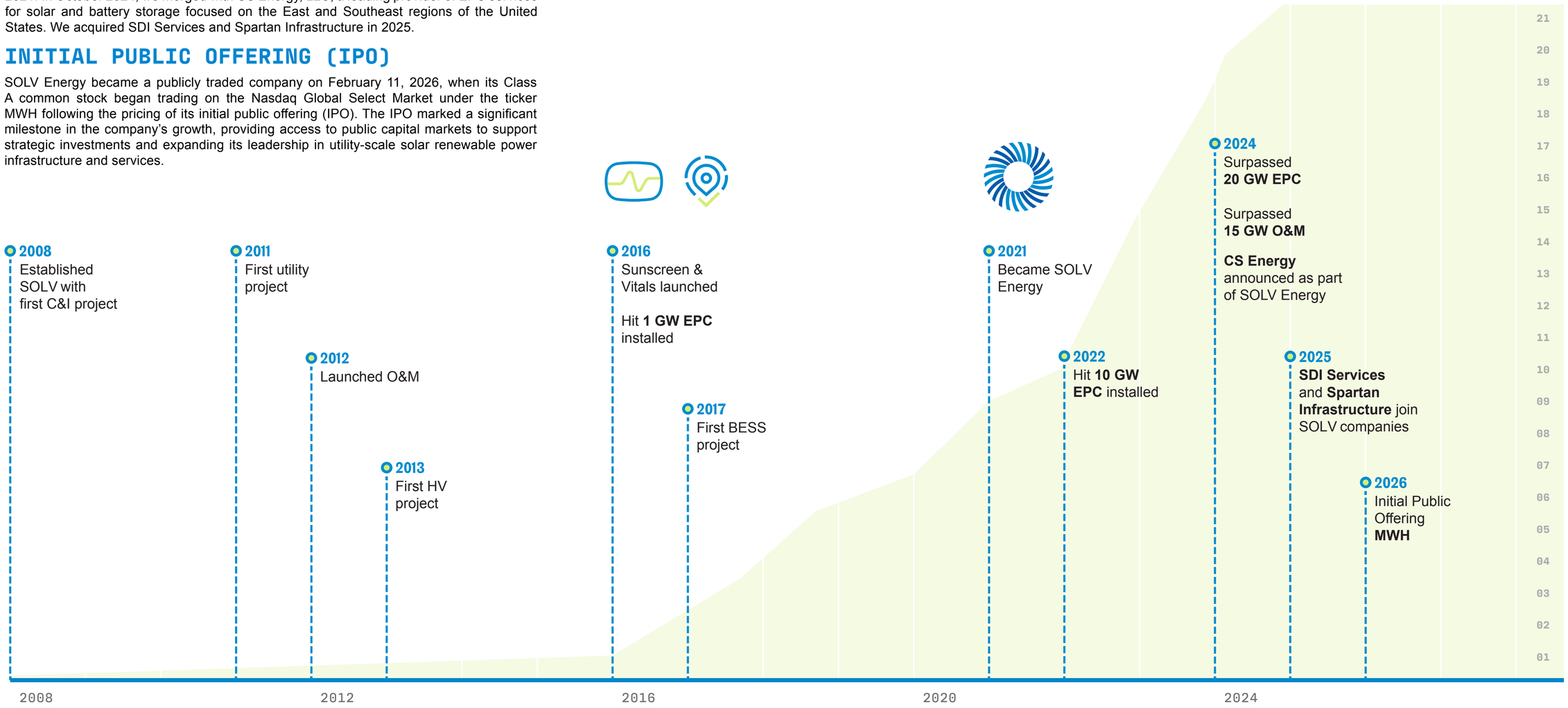
SOLV Energy is powered by our people. Our knowledgeable and diverse teams are among the best and brightest within the industry, and we thrive together each day to build a brighter future for all.

HISTORY

SOLV Energy was founded in 2008 and then acquired by American Securities in December 2021. In October 2024, we merged with CS Energy, LLC, a leading provider of EPC services for solar and battery storage focused on the East and Southeast regions of the United States. We acquired SDI Services and Spartan Infrastructure in 2025.

INITIAL PUBLIC OFFERING (IPO)

SOLV Energy became a publicly traded company on February 11, 2026, when its Class A common stock began trading on the Nasdaq Global Select Market under the ticker MWH following the pricing of its initial public offering (IPO). The IPO marked a significant milestone in the company's growth, providing access to public capital markets to support strategic investments and expanding its leadership in utility-scale solar renewable power infrastructure and services.



WHAT WE DO

We offer an integrated suite of services to meet the needs of our customers throughout the entire lifecycle of their projects, from initial design through operation. We have designed our service offering with the goal of becoming a long-term partner to our customers who creates value for them throughout the life of their projects.

#5 in Power

Engineering News-Record Top 400 Contractors based on 2025 revenue

#1 in Solar

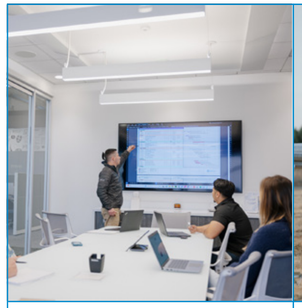
Engineering News-Record The Top Contractors in Power based on 2025 revenue

#2 in O&M

Wood Mackenzie report: Global solar PV O&M service provider dynamics 2026

OUR LIFECYCLE APPROACH

From early engineering through long-term operations, we provide the expertise, technology, and scale to reduce risk, accelerate schedules and maximize asset performance for our customers.



ENGINEERING

Leverage real-time insights and advanced analytics to reduce risk, enhance efficiency, and continually advance plant designs

- Modeling
- Design optimization
- Technical Services
- Environmental compliance
- Energy forecasting



PROCUREMENT

Deliver the right solution with preferred pricing, reduced supply chain risk, and streamlined purchasing

- SBOS
- EBOS
- Inverters
- Switchgear
- Transformers
- Transmission Towers

$700M+ PURCHASED ANNUALLY



CONSTRUCTION

Build with proprietary technology, expert project management, and integrated execution

- Civil (including drilling and foundations)
- Structural
- Mechanical
- Electrical (LV to EHV)

BUILD SOLAR, BESS, SUBSTATION AND TRANSMISSION INFRASTRUCTURE



CONNECT/ COMMISSIONING

Connect plants on time to ensure safe and efficient operations

- Trackers
- Inverters
- BESS
- HV/Substation
- SCADA integration
- NERC/CIP certification



OPERATE AND MAINTAIN

Operate facilities to maximize output, reduce disruption, and save money

- 24/7 Remote monitoring and fully-manned options
- Preventative maintenance plans
- Emergency response
- Performance improvement analytics

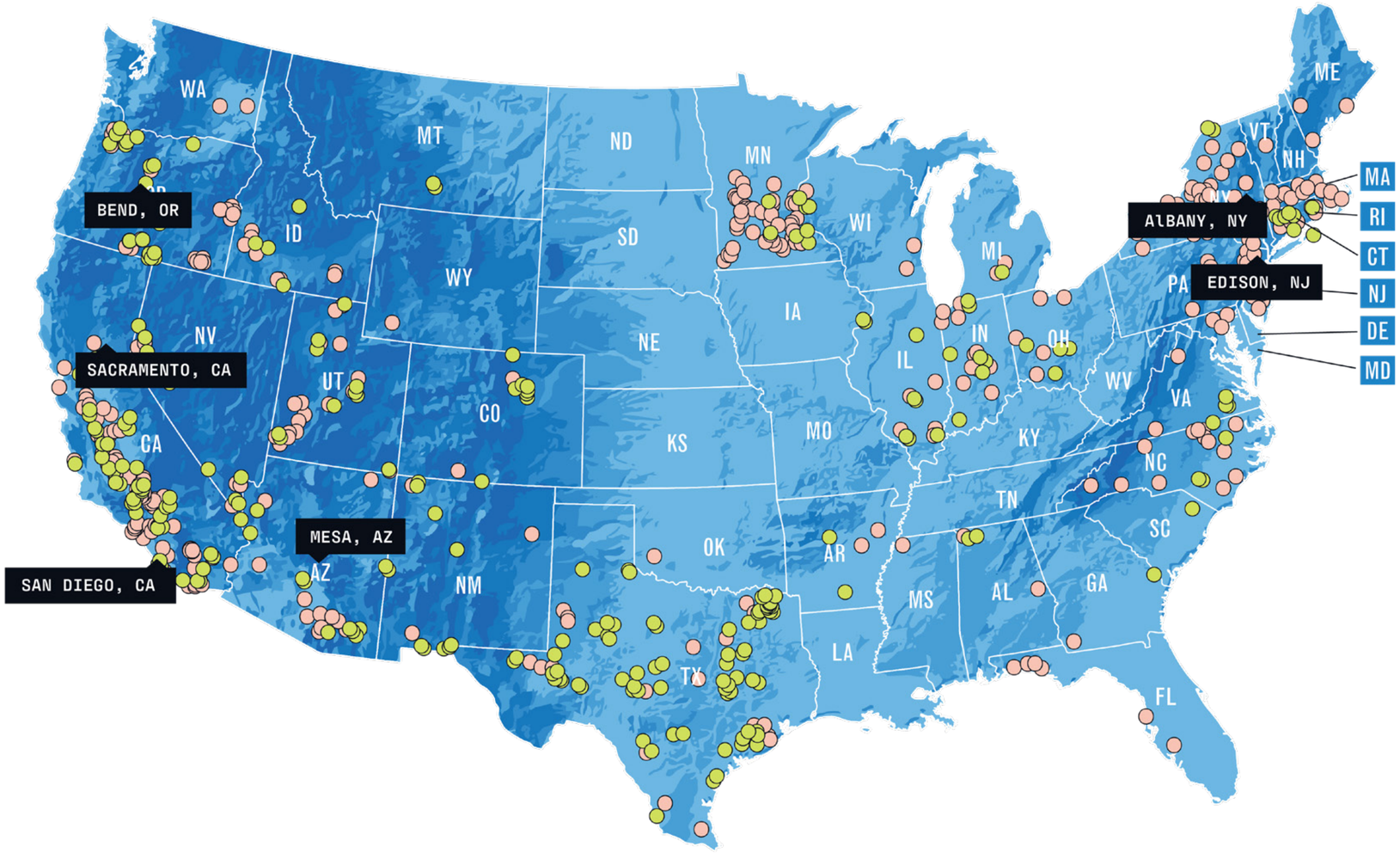


REVITALIZE

Extend project lifespans and optimize efficiency for maximum return

- Expansions
- Hall/wind damage
- Inverter replacement
- Repowering
- Emergency services
- Upgrades

WHERE WE WORK



500+
Completed Projects

22+ GW
Constructed

150+
Projects Under Management

23+ GW
Projects Under Management

DOT COLOR	Project Status
	EPC Projects
	O&M Projects
	Office Location



OUR IMPACT AND ESG APPROACH

01 Good Energy

02 Functional Impact and ESG Oversight

03 Impact and ESG Policy

04 Stakeholders and Collaboration

05 Materiality

GOOD ENERGY

At SOLV Energy, we believe that our impact is more than the power we deliver; it's the way we approach our work, shape our relationships, and contribute to a better world.

To help track our progress on sustainability-related topics, we adopted a unique ESG framework called Good Energy. The Good Energy framework, combined with the insights from our 2023 materiality assessment, shapes our Impact and ESG strategy, reporting, and management. It serves as a lens to assess, prioritize, and monitor ESG issues across stakeholder relationships. These guiding values help us deliver impactful energy solutions—driven by integrity, care, and innovation in the communities we serve.

Our commitment to Good Energy is built on six core pillars:

CLEAN	Positive for the planet and environmentally responsible.
SAFE	Protective of the people who work, visit, and live in and around our offices and job sites.
LOCAL	Actively engaged as neighbors and contributors to the community.
INCLUSIVE	Welcoming and rewarding to our staff, partners, and individuals from all backgrounds and perspectives.
TRUSTED	Reliable and risk-averse, leading to strengthened relationships and repeat business.
SMART	Business acumen, technologically adept, efficient, and innovative.

FUNCTIONAL IMPACT AND ESG OVERSIGHT

SOLV Energy's Impact & ESG Committee is responsible for coordinating sustainability and climate-related activities across the organization. The committee includes representatives from several functional areas, such as procurement, safety, and environmental compliance.

This committee is complemented by our employee-led, company-sponsored inclusion council, Resolve, which is focused on delivering meaningful outcomes for employees and marginalized communities.

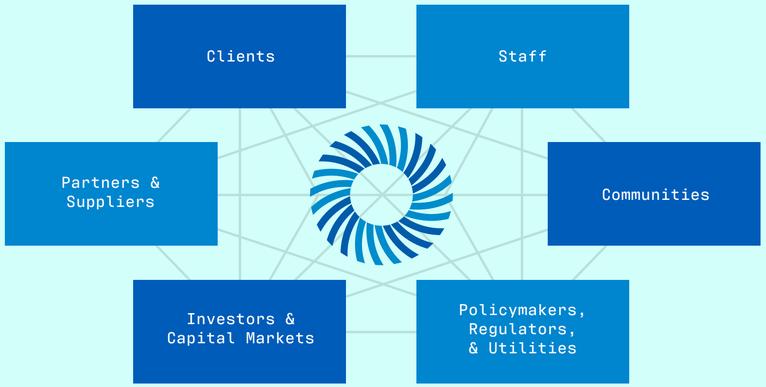
IMPACT AND ESG POLICY

In September 2023, our leadership team formally adopted SOLV Energy's Impact & ESG Policy. This policy serves as the foundation for future ESG initiatives, providing a clear guide for employees and a transparent signal to stakeholders about our commitments and approach to driving positive impact.

STAKEHOLDERS AND COLLABORATION

We take a stakeholder-centered approach, engaging with employees, customers, suppliers, community members, investors, and policymakers to understand expectations, assess impacts, and identify opportunities for improvement. This feedback directly shapes the priorities, actions, and strategies outlined in this report.

We also collaborate with stakeholders on efforts ranging from automation solutions and land use optimization to advancing labor practices, collaborating with educational institutions, and strengthening local communities. These collaborations help expand clean energy solutions, promote best practices in safety, support grid improvements, upgrade local infrastructure, conduct employee engagement surveys, develop pathways for clean energy careers, and advance innovation in solar installation through robotics.





MATERIALITY

In 2023, SOLV Energy launched a formal materiality assessment to identify and prioritize the ESG considerations most critical to our business and stakeholders. Working alongside external consultants, our Impact & ESG Committee and leadership team undertook six months of focused research, outreach, and analysis.

We aligned our approach with leading ESG standards and market expectations by:

- Examining ESG standards, benchmarks, and ratings e.g., SASB, ISS, MSCI
- Conducting comparative analysis to peers in the Construction and Engineering and Renewables/ Solar sectors
- Developing a list of aligned ESG topics and conducting interviews with internal leaders and external stakeholders for validation and refinement
- Quantifying the importance of each topic and its impact on our business by distributing surveys to our employees and external stakeholders

After conducting our materiality assessment, the resulting ESG priorities were mapped on a materiality matrix. From this process, we identified four critical focus areas:

1. Health and Safety
2. Business Ethics and Compliance
3. Environmental Management and Compliance
4. Human Capital Management

Notably, all other surveyed ESG topics were ranked “important,” each scoring above a 6 on a 0–10 scale, underscoring the broad relevance of ESG across our operations.

The results of this materiality assessment have served as a foundation for the evolution of our ESG programs, guiding the development of key performance indicators (KPIs), informing disclosure and reporting efforts, and shaping continued stakeholder engagement.





CLEAN

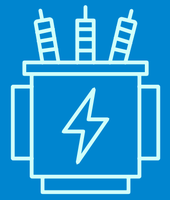
01 Our Renewable Power Contribution

02 Environmental Compliance

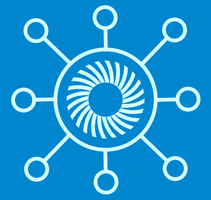
03 Biodiversity

04 Climate

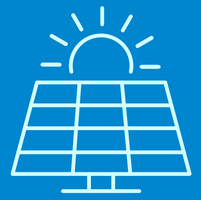
OUR 2025 RENEWABLE POWER CONTRIBUTION



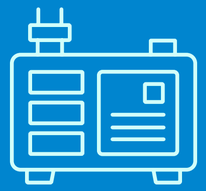
2008-2025: Constructed **500+ powerplants** representing **21+ GW**



2014-2024: Built **1 in every 9 MWs** of utility-scale solar in U.S.



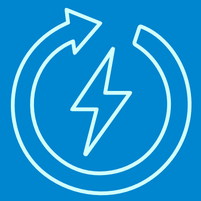
Completed **25 solar construction** projects representing **2.99 GWdc** across **10 states** in 2025



Completed **5 BESS** construction projects representing **2.13 GWh** across **5 states** in 2025



Operated and managed (O&M) **134 active projects** for customers representing 16 GWdc across **19 states** in 2025



Onboarded **3.19 GWdc** O&M projects in 2025



ENVIRONMENTAL COMPLIANCE

SOLV Energy recognizes that the scale and complexity of our construction projects require managing potential environmental risks. To proactively manage such risks and ensure regulatory compliance, we maintain a comprehensive environmental compliance program within our Health, Safety, Quality, and Environment (HSQE) Department. This program reinforces our commitment to responsible construction practices and environmental stewardship across the projects that we deliver.

Focus:

- **Regulatory Adherence:** We work to diligently adhere to Federal, State, and Local regulations to achieve responsible development while mitigating ecological disruption.
- **Environmental Protection:** We proactively seek to address potential impacts on biodiversity and safeguard environmentally sensitive areas. By doing so, we strike a balance between progress and preservation.
- **Environmental Stewardship Commitment:** Our ultimate goal is to leave the environment in an equal or improved condition compared to its state when we commence our work. This commitment drives our actions daily.

2025 ENVIRONMENTAL COMPLIANCE ACHIEVEMENTS

- In-house development of all Stormwater Pollution Prevention Plans (SWPPPs) for the year
- Growth of the environmental compliance team- added Environmental Compliance Managers and Field Stormwater Technicians
- Acceptance of our Environmental Compliance Workday LMS Training Modules 1–5 by EnviroCert International, Ecopliant, CASQA, and the National Registry of Environmental Professionals (NREP) for 2 hours of continuing education credit

PRIMARY IMPACTS

Our primary environmental impacts and mitigation measures include:

Biodiversity: We design and execute projects to minimize impacts on land use, biodiversity, and surrounding ecosystems throughout the construction lifecycle. Where feasible, we prioritize site selection and planning to avoid sensitive habitats. We implement mitigation measures to reduce habitat disturbance and support ecosystem integrity.

Pollution (Air and Water): During construction, we manage stormwater in accordance with regulatory requirements through erosion and sediment controls, proper material storage, and site best management practices to reduce pollutants in stormwater discharges. We also work to comply with applicable air pollution control requirements by implementing dust suppression, emissions controls, and equipment management practices to limit construction-related air emissions.

Soil Quality and Stabilization: Utility-scale renewable energy projects involve grading, trenching, heavy equipment use, and access road development – activities that can disturb soils and increase the risk of erosion and sedimentation if not properly managed. By prioritizing soil stabilization and responsible land stewardship, SOLV Energy seeks to protect waterways and surrounding ecosystems, support regulatory compliance, and promote long-term site resilience.

Together, these measures help protect local air and water quality, reduce environmental risk, and support responsible project development.

NATIONAL ENVIRONMENTAL COMPLIANCE PROGRAM

Our corporate policy: In keeping with the company's mission and its commitment to environmental stewardship, SOLV Energy enhanced our National Environmental Compliance Program (NECP) in 2025. The NECP highlights our intention to comply with Local, State, and Federal environmental regulations, applicable Construction General Permits (CGPs), and the environmental compliance requirements detailed in the NECP.

SOLV Energy's NECP includes training of key personnel and the tracking and documentation of environmental compliance activities. The program also provides tracking of the application requirements of construction general permits in each state in which SOLV Energy operates. SOLV Energy believes that environmental protection and compliance is directly related to the success of the company and therefore will uphold these values and standards throughout a project's lifecycle.

Year	EPA Violations	EPA $ Fines/ Penalties
2023	0	0
2024	0	0
2025	0	0



STORMWATER POLLUTION PREVENTION PLANS

The Stormwater Pollution Prevention Plan (SWPPP) establishes enforceable effluent limitations in the form of Best Management Practices (BMPs), as well as related procedures for the inspection and maintenance of those BMPs and the documentation of pollution control activities at the site. Together, the SWPPP and applicable permit establish the conditions that authorize stormwater discharges associated with construction activities. SOLV Energy prepares a SWPPP for each site before construction activities begin. As of 2025, the Environmental Compliance Team develops SWPPPs in house.



SPILL PREVENTION, CONTROL, AND COUNTERMEASURE PLANS

Each site has a site-specific Spill Prevention, Control, and Countermeasure (SPCC) plan that outlines the hazardous materials that are onsite and the protocol to be followed in the event of a spill. Each month, site teams conduct visual inspections required by the SPCC to confirm that secondary containment properly contains fuel tanks and oil-filled equipment and that no leaks or spills are present. Site teams place spill kits near hazardous materials for quick deployment in the event of a spill. Continued on-site training on SPCC requirements and guidelines occurs annually and as needed for new personnel. In addition to the SPCC, each site has a SWPPP in place, which prescribes best management practices for proper equipment and material storage in order to prevent construction debris, hazardous materials, and oils/gases from causing soil pollution.

In 2025, the Environmental Compliance Team worked with each project's Engineer of Record to complete **18 new SPCC plans** and **32 SPCC amendments** during construction.

DUST CONTROL AND AIR QUALITY

Dust control is an important aspect of maintaining air quality compliance, and SOLV Energy's field teams implement daily dust monitoring practices. The site-specific SWPPP and dust permit (if applicable) detail the Best Management Practices (BMPs) required to abate fugitive dust during construction. This includes obtaining dust inspector certifications (when required), tracking and recording dust operations, monitoring daily water usage with water tickets or chemical dust suppressant applications, implementing track out control devices and maintenance, enforcing speed limits on access roads, applying temporary and/or permanent erosion control stabilization, covering stockpiles and trucks hauling any potentially loose material, monitoring weather for high heat or wind, and ongoing training practices.

100%
air quality compliance
achieved in 2025

BIODIVERSITY

At SOLV Energy, we believe that adopting utility-scale solar projects not only generates clean power for communities, but it can support flora and fauna in communities as well. Our Environmental Compliance team embraces a variety of techniques and protocols that pay specific attention to local ecosystems and sensitive areas.

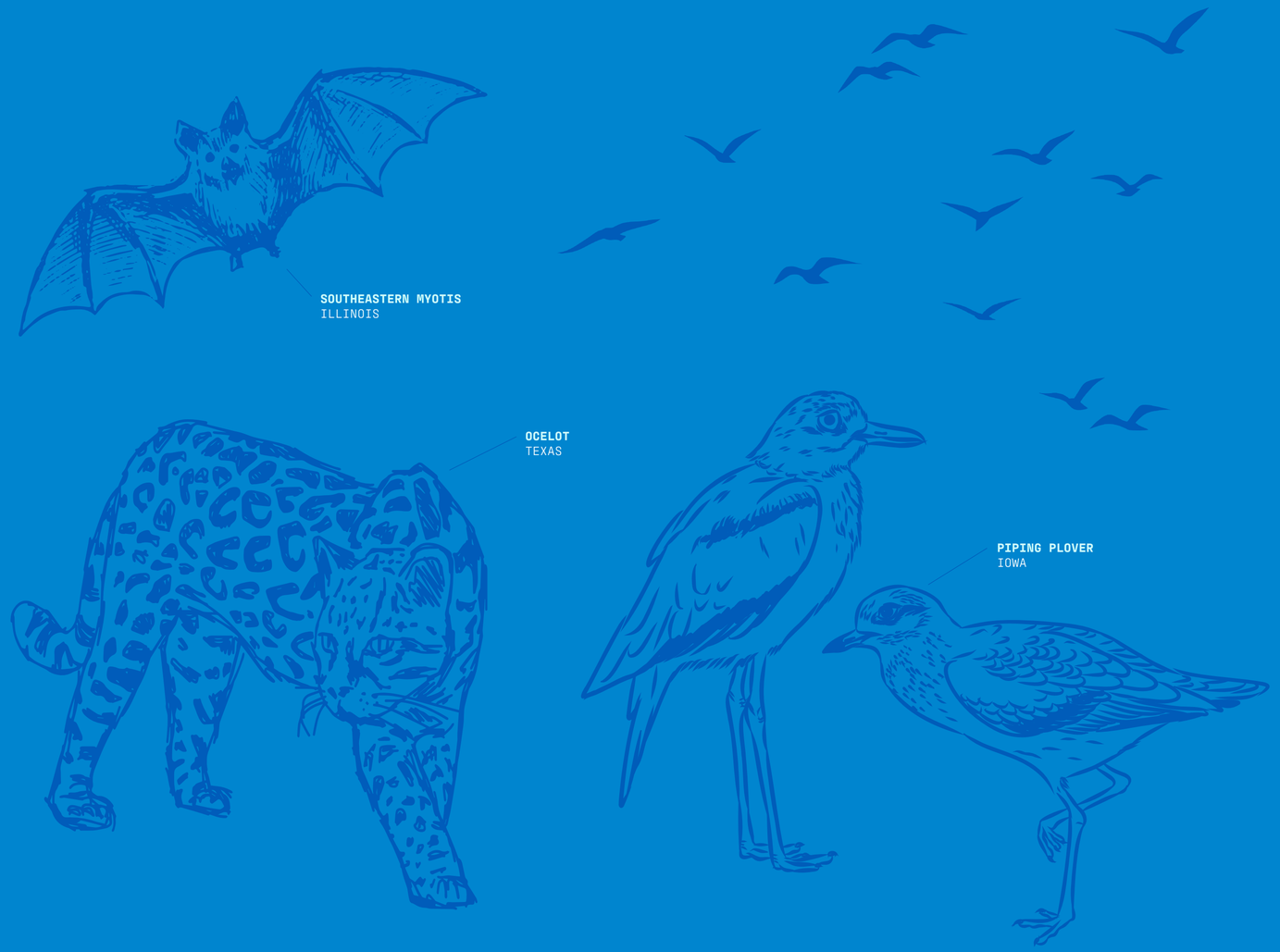
ENDANGERED, THREATENED, AND PROTECTED SPECIES

We work closely with project owners and their qualified biologists to conserve endangered, threatened, and protected species before and throughout construction. Conducting a biological survey prior to construction is fundamental to identify active burrowing/nesting animals or plants of concern and the presence of their habitat. Biologists provide the project team with specific guidance and required protocols related to potential species staff may encounter on site. We train field staff to recognize these plants and animals and follow established procedures if they encounter them.

Endangered or Threatened Species Protocol:

1. **Discover:** Upon discovery, do not disturb wildlife and immediately halt construction
2. **Communicate:** Contact the identified compliance personnel, coordinators, and project general superintendent
3. **Document:** Follow documentation protocol
4. **Submit:** Submit relevant documents to client and regulatory agency
5. **Protect:** Establish BMPs to protect habitat and prevent disturbance during construction activities
6. **Assess:** Qualified biologist conducts a follow-up assessment to confirm that nearby construction can safely resume without impacting protected habitat
7. **Monitor:** Daily site surveys conducted prior to start of construction in the area where the species was identified and to ensure proper functioning of BMPs

This process ensures that SOLV Energy's construction activities comply with the regulatory requirements and that any sensitive species are managed responsibly.



RE-SEEDING PLANS, LAND PRODUCTIVITY, AND POLLINATORS

Re-Seeding Plans: Seeding is a stabilization BMP used to establish vegetative cover on disturbed areas of a site. It's an important part of erosion control, helping to hold soil in place, slow runoff, and improve soil stability. Seeding should be planned before construction begins, with layout and seed mix determined by the revegetation plan. This facilitates the project being completed on time, as on-site vegetation (amount varies by state) is a requirement for permitting close-out.

At the end of each project, we plan to reseed 15% of the total site, focusing on high-impact areas (such as laydown yards, haul roads, and areas with heavy equipment traffic) where vegetation hasn't become established. The reseeding will cover areas that were not originally seeded, were disturbed after initial seeding, or failed to establish due to site activity. Having this contingency in place helps ensure we meet final stabilization requirements and properly close out the site.

Land Productivity: Seeding supports land productivity by restoring vegetation that stabilizes soil, reduces erosion, and improves water retention—key factors for maintaining healthy, functional land after construction.

Pollinators: Pollinators refer to animals, primarily insects such as bees, butterflies, and moths along with birds and bats, that transport pollen in a way that fertilizes plants allowing them to produce flowers, fruits, and seeds. Pollinators play a crucial role in the reproduction of the world's flowering plants and are essential to maintaining healthy ecosystems and biodiversity.

By planting pollinator-friendly species on construction project sites, we support these populations, boost biodiversity, and improve soil health. Prioritizing pollinator-friendly seed mixes can also improve nearby agricultural yields and reduce long-term maintenance costs for mowing and weed management.

INVASIVE SPECIES SPREAD PREVENTION

The U.S. Department of Agriculture (USDA) defines invasive species as non-native organisms whose introduction causes, or is likely to cause, environmental, economic, or human health harm. On utility-scale construction projects, invasive species can disrupt ecosystems, outcompete native vegetation, degrade habitat quality, and increase project costs – particularly during close-out. Many states require proactive prevention and management measures, making early action essential. By prioritizing prevention and implementing Integrated Weed Management practices when needed, SOLV Energy helps protect local landscapes, maintain compliance, and support responsible project delivery.

Preventing the Spread of Invasive Species Protocol:

1. **Inspect Equipment:** Check vehicles and heavy equipment after use for soil, plant material, and seeds, including undercarriages and wheel wells
2. **Clean Thoroughly:** Wash and remove debris regularly and before demobilization, especially after mowing or seeding activities
3. **Dry Before Transport:** Allow equipment to fully dry prior to moving to a new site
4. **Use Local Materials:** Source local or certified weed-free materials whenever possible
5. **Dispose Properly:** Discard soil and plant waste at approved disposal sites
6. **Educate:** Ensure employees and subcontractors understand and follow prevention protocols

AGRIVOLTAICS

Agrivoltaics, or dual-use solar, is the co-location of solar panels and agricultural functions on the same land with the purpose of generating clean energy while simultaneously enhancing land productivity. Common practices include locating crops, livestock, and pollinator habitats below solar panels or between rows of them. This breaks away from traditional solar systems, which are installed solely for energy production. There are many advantages to incorporating agrivoltaics practices into utility-scale solar sites, such as diversifying farmer revenue and increasing biodiversity. SOLV Energy has the expertise and capabilities to offer agrivoltaics solutions to our customers.

In 2025, we completed construction on the Eldorado Solar Project working with Sol Systems, Nextracker, local farmers, and American Farmland Trust.

This is one of Illinois' largest utility-scale installations, generating 342 MWdc of clean power while pioneering a first-of-its-kind agrivoltaics program with Kernza®, a perennial grain. Kernza® has deep roots that sequester carbon, improve soil health, and enhance nutrient and water efficiency. At SOLV Energy, we see this as a win-win outcome that brings clean power to local communities while also enhancing land productivity.



CLIMATE

2025 GHG EMISSIONS

In 2025 SOLV Energy completed its 3rd annual greenhouse gas inventory.

Scope 1 and 2 emissions sources include:

- Natural Gas and Purchased Electricity — energy used at SOLV offices, warehouses, and operational facilities.
- Stationary Combustion – Diesel and Motor Gasoline — energy used for on-site generators and construction equipment.
- Mobile Combustion – Biodiesel, Diesel, Ethanol, and Motor Gasoline — energy used in employee fleet vehicles.

Scope 3 emissions include the following categories:

- **Category 1 & 2:** Purchased Goods & Services; Capital Goods — covering materials, equipment, and services procured for projects and operations.
- **Category 3:** Fuel-and Energy-Related Activities — capturing upstream emissions from the extraction, refining, and delivery of fuels used across our facilities, fleet, and equipment.
- **Category 6:** Business Travel — including air, rail, and ground travel for SOLV employees across projects and corporate operations.

Key Takeaways:

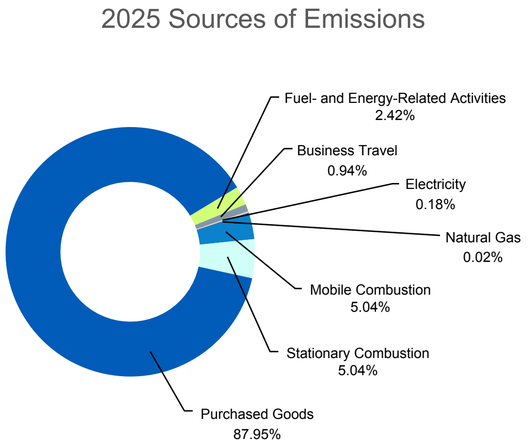
- **Emissions intensity improved despite higher total emissions**

  Total GHG emissions increased to 304,006 MT CO2e in 2025 (+14% vs. 2024), but emissions intensity reduced from 144 to 122 MT CO2e/ $M revenue (↓15%), indicating stronger revenue growth relative to emissions.

- **Scope 3 emissions continue to dominate the footprint**

  Scope 3 accounted for roughly 91% of total emissions in 2025, driven primarily by purchased goods and capital goods (267,388 MT CO2e), highlighting the importance of supply chain engagement and procurement strategies.

GHG Emissions		2025	2024	2023 (Base Year)
Scope 1 (MT CO_2e)	Total	25,863	25,007	26,053
	Mobile Combustion	10,485	10,523	9,542
	Stationary Combustion	15,328	14,461	16,483
	Natural Gas	50	22	28
Scope 2 (MT CO_2e)	Total	553	230	250
	Location-Based Electricity	553	230	250
Scope 3 (MT CO_2e)	Total	277,590	240,393	331,562
	Category 1 and 2: Purchased Goods and Services; Capital Goods	267,388	231,479	321,315
	Category 3: Fuel-and Energy-Related Activities	7,346	7,019	6,081
	Category 6: Business Travel	2,856	1,896	3,545
	Category 7: Employee Commuting	-	-	621
Scope 1, 2, and 3 (MT CO_2e)	Total	304,006	265,630	357,864
Emissions Intensity (MT CO_2e/ $M Revenue)		↓ 122	↓144	170



METHODOLOGY

The 2025 inventory was completed using the operational control approach for FY 2025, which aligns with the calendar year. Methodologies and default values are based on the GHG Protocol, the Center for Corporate Climate Leadership GHG Inventory Guidance, and the 2025 Emissions Factors Hub. Based on the operational control approach, emissions are calculated for 13 facilities owned and/or leased by SOLV Energy. One facility (Yerington, NV) was operational for 5 months during the reporting period. However, due to the complete absence of primary utility and cost records, along with specific site characteristics that precluded a reliable proxy estimate, this facility has been omitted from the Scope 1 and Scope 2 inventory totals. Based on the facility's floor area and limited 5-month operational window, this omission is estimated to represent less than 1% of the total portfolio footprint and does not materially alter the baseline inventory.

Final calculations are represented in MT (Metric Tons) of CO2e, which refers to emissions stemming from various greenhouse gases (e.g., CO2, CH4, N2O). Scope 3, "Employee Commuting" (Category 7) emissions were only 0.19% of the FY2023 inventory and therefore were deemed immaterial and excluded from this inventory.



CLIMATE GOVERNANCE AND RISK

SOLV Energy recognizes the importance of effective climate governance and risk management in supporting long-term business resilience and operational performance. We integrate climate-related considerations into oversight, planning, and decision-making processes across the organization.

GOVERNANCE

Our Board oversees climate-related risks and opportunities, with support from the Audit Committee. The Audit Committee reviews environmental and climate-related risk exposures as well as the controls, procedures, processes, and assurance in place to ensure accuracy of ESG reporting.

Climate-related risks are also managed through SOLV's cross-functional Impact and ESG Committee, which integrates climate considerations across operations, compliance, procurement, legal, and safety functions. We assess physical climate risks at both the project and enterprise levels and escalate them to leadership and the Board when appropriate.

RISK

Climate-related physical risks – including extreme weather, wildfires, floods, hurricanes, droughts, earthquakes, and rising temperatures – may disrupt operations, delay projects, damage assets, and impact supply chains. These risks can increase costs through repairs, insurance premiums, operational disruptions, and potential legal or reputational impacts.

SOLV Energy also faces transition risks from evolving climate regulations and policies. Requirements related to emissions reductions, fleet regulations, and changing energy markets could increase operating costs, require equipment upgrades, and affect customer demand for services .



SAFE

01 Strengthening Systemic Safety

02 Our Approach to Safety

03 Near Miss Program

04 Industry Collaboration and Coninuous Improvement

STRENGTHENING SYSTEMIC SAFETY

Our people are our most valuable asset, and safety is a core value that's embedded into our culture. We know that to "Work Safe, Work Smart," we have to not only keep ourselves safe, but also to do everything that we can to keep our team members safe too.

In 2025, SOLV Energy strengthened and unified its Health, Safety, Quality, and Environmental (HSQE) programs through strategic investments in leadership development, standardizing safety processes, expanding workforce readiness, and reinforcing proactive risk management. These efforts supported the company's rapid expansion and integration of new business units and subsidiaries.

2025 SAFETY PERFORMANCE		
	Total Recordable Incident Rate	Lost Time Incident Rate
Combined Workforce*	0.55	0.22
SOLV Energy Only	0.48	0.19
Industry Average	1.6	0.5

**Includes SOLV Energy, CS Energy, SDI, subcontractors, and third-party/temporary workers*

OUR APPROACH TO SAFETY

Proactive risk management, leadership accountability, and a Culture of Care form the foundation of SOLV Energy's safety philosophy, empowering employees to speak up and look out for one another.

Our approach includes:

- **Culture of Care:** Empower every team member to identify hazards, intervene, and support safe outcomes.
- **Training and Education:** Comprehensive onboarding, recurring training, and task-specific programs for higher-risk activities.
- **Proactive Risk Management:** Job Hazard Analyses (JHAs), Pre-Task Planning (PTPs), lessons learned, and site-specific safety planning.
- **Field Leadership:** Dedicated safety professionals and craft leadership reinforcing safe work practices on jobsites.



EXPANDED TRAINING

A major focus area in 2025 was expanding leadership development and workforce competency programs to support operational growth and increasing project complexity.

SOLV Energy rolled out and expanded its OSHA 20 Safety Leadership Training as part of our commitment to developing strong safety leaders throughout the organization. This is a targeted program designed specifically for field leaders – forepersons, superintendents, assistant superintendents, and related roles. The program focuses on advanced competencies in:

- Hazard recognition and mitigation
- Reduce risk using root cause analysis and risk awareness
- Lockout/tagout (LOTO)
- Pre-job planning and crew management
- Communicate clearly and effectively about safety expectations

To support long-term workforce readiness, SOLV Energy also expanded:

- Tiered Qualified Electrical Worker (QEW) program
- Real incident-based learning programs
- Field-based LMRA and troubleshooting scenarios
- Career development training ladders for craft professionals, supervisors, and management

In support of these initiatives, the Safety team expanded significantly in 2025 with the key additions of: Director of Safety Training, Senior Safety Manager – IT and Safety Systems, Director of Safety – Eastern U.S., Director of Incident Learning, and Director of Safety Integration.



REINFORCING A CULTURE OF CARE AND ACCOUNTABILITY

SOLV Energy continued reinforcing our S.A.F.E. practice in 2025:

S.A.F.E. — Safety Mindset, Active Hazard Recognition, Frontline Authority (Stop Work), and Empowerment Through Culture of Care

The program emphasizes that employees at every level of the organization own safety and that uncontrolled energy sources can create hazards.

Training and field engagement focused on:

- Energy Wheel integration to improve hazard recognition
- Early reporting of unsafe acts, unsafe conditions, near misses, and precursors
- Stop Work and “Stand Down – Stand Up” conversations to normalize intervention and reset expectations
- Ownership of controls and decision-making accountability
- Empowered safety pauses and field escalation pathways
- Joint Health and Safety Committee engagement tied to lessons learned

This approach reinforces a culture where employees report concerns, openly share lessons learned, and take action to protect themselves and their teammates.

NEAR MISS PROGRAM

SOLV Energy continued advancing its Near Miss Program through expanded Business Intelligence capabilities and proprietary digital reporting systems.

Employees can report hazards, good catches, near misses, and precursor events in real time using mobile and tablet-based technology. These tools improve tracking, follow-up actions, trend analysis, and company-wide visibility into emerging risks.

The Safety team typically receives approximately 200 Near Miss reports each month, each representing a potential injury or incident prevented through proactive intervention.

Teams review reports through weekly summaries, daily field meetings, and training discussions, reinforcing transparency, continuous learning, and shared responsibility across the organization.

INDUSTRY COLLABORATION AND CONTINUOUS IMPROVEMENT

In 2025, SOLV Energy strengthened its engagement with The Associated General Contractors of America (AGC), the leading national trade association for the U.S. construction industry. Through this collaboration, SOLV Energy gained access to industry-leading safety, leadership, and workforce development resources that complement our internal OSHA 20 and S.A.F.E. initiatives.

The effort also supports collaboration with industry peers, regulatory advocacy, workforce development, and knowledge-sharing opportunities that help strengthen operational excellence. By actively engaging with organizations like **AGC**, SOLV Energy continues benchmarking best practices and advancing a culture of continuous improvement across our operations.





LOCAL

01 Community Engagement

02 Building Local Economies and Clean Power

COMMUNITY ENGAGEMENT

Through our corporate philanthropy and employees' volunteer efforts, we strive to make a positive impact in the communities where we live and work. We're focused on not only creating a brighter future through our projects but through our community investments as well.

Mission: To support health, social services, cultural, educational, and environmental programs through community engagement; and serve as a catalyst for our employees to support community activities that benefit people and the planet.

With our Impact team leading efforts, we structure our engagement across three distinct levels:

Corporate ▪ Office ▪ Jobsite





CORPORATE

Corporate-level engagement includes contributions, sponsorships, and collaborations that reflect our values, strengthen industry leadership, and advance national and global causes.

Within our corporate-level engagement, SOLV Energy consistently sponsors the following initiatives:

WRISE
Women of Renewable Industries and Sustainable Energy

WRISE (Women of Renewable Industries and Sustainable Energy) is a non-profit that promotes the advancement of women in renewable and sustainable energy, helping drive a more equitable energy future, and envisioning a world where people and the planet thrive. Its values center on fostering collaboration, challenging systemic injustice, encouraging bold leadership, and promoting transparency. SOLV Energy strongly supports this mission and shares WRISE's commitment to building a more inclusive and sustainable industry. In 2025, SOLV Energy marked its fifth year attending and sponsoring the WRISE Leadership Forum, reinforcing its ongoing dedication to empowering women in energy.

PowerUp!
EMPOWERED EDUCATION

In 2023, SOLV Energy and Strategic Energy Innovations, a core non-profit ally, launched the PowerUp! Renewable Energy Scholarship. This reflects our deep commitment to advancing the next generation of leaders in renewable energy, sustainability, and environmental sciences. The scholarship gives us the chance to connect with students passionate about energy, infrastructure, and the industries shaping how we power the future. Since 2023, we have awarded $27,000 in scholarships.

In 2025, we awarded six $1,500 scholarships to high school seniors in the United States. Applicants expressed how they will be using their higher education to pursue a career within the renewables industry. Each year, we reserve one scholarship for an Indigenous student to ensure that our commitment to empower Native leaders continues through the dedication of higher education resources.

This year, the judging committee consisted of SOLV Energy employees and professionals across our industry, giving students the opportunity to learn about different companies and provide a networking opportunity.

Year	Scholarships Awarded	Total Awarded
2023	6	$9,000
2024	6	$9,000
2025	6	$9,000

INDIGENOUS SOLAR INITIATIVE

SKIP THE GRID

We believe everyone should have access to the benefits and positive impacts of clean, renewable energy. Across Navajo Nation, nearly 15,000 homes still live without reliable electricity, and it can cost them thousands to get connected and take years. SOLV Energy is uniquely positioned to help.

In 2019, we partnered with the Navajo Tribal Utility Authority (NTUA) to bring clean power to homes across the Navajo Nation, spanning 27,000 square miles across Arizona, Utah, and New Mexico and address this energy disadvantage.

Our commitment has since evolved into Skip the Grid, an annual initiative that SOLV Energy co-founded with the Heart of America Foundation and Cal Poly University, focused on electrifying Navajo homes with solar power to provide essential lighting, refrigeration, and domestic services.

For many, receiving solar power is life changing. Households that traditionally rely on generators no longer need to make trips to fill up gasoline tanks. Homes now have the ability to power a refrigerator and store fresh food. Families can gather after the sun sets. And of course, there is no bill to pay – the sun provides all of this free of charge.

Over the course of these Navajo trips, it's clear that reliable power brings more than comfort – it brings dignity, ,opportunity, and time together.

40	homes powered in Chinle, Arizona
21	homes powered in Holbrook, Arizona
61	total homes powered in 2025
172	historical total of homes powered through Indigenous Solar Initiative





Chinle, AZ: In March of 2025, SOLV Energy traveled to Navajo Nation for our fourth annual Skip the Grid project. We met project co-sponsors, NextPower, and project partners, Heart of America and Cal Poly SLO, in Chinle, AZ, where we collaborated with the local school district to identify students who live with limited access to electricity in their district. Project partners installed solar powered systems delivering clean electricity, battery storage, and light to 40 Navajo homes. Students from Cal Poly's College of Engineering led the installations, putting their 'learn by doing' philosophy into action.

This year's project also included a K-8 education day, where students participated in a Solar 101 lesson to learn about utility-scale solar projects, explore the Goal Zero systems we installed in local homes, and complete a hands-on solar PV car-building activity.

CLIENT-PARTNERED INSTALLATIONS

Holbrook, AZ: In addition to our annual Skip the Grid initiative, we worked with the Holbrook school district to identify students whose homes have no or limited access to power. Partnering with HOA and our client, Clēnera, we installed power to 21 homes near Holbrook, AZ in November 2025. This was SOLV Energy's first client-partnered trip delivering power to Navajo homes. We're privileged and proud to partner with one of our long-term clients to achieve win-win goals.

"SOLV has always been a great example to our company about how you give back in the communities. And it's also something that's very very important to Clēnera. Where we build projects, we want to give back. We want to give back in a way that's meaningful for each individual area that we build projects."

-Tammi Sevy, Clenera



OFFICE

SOLV Energy is committed to making a positive difference in the communities we work and live in by supporting non-profits and encouraging employee volunteer efforts. Each year, we give our main offices the opportunity to vote for a local non-profit they'd like SOLV Energy to support by donating and hosting volunteer events.

Our 2025 office non-profit partners:

- **San Diego:** Frosted Faces
- **Bend:** Oregon Adaptive Sports
- **Raleigh:** Interfaith Food Shuttle

The Ripple Effect

The Ripple Effect is a workplace giving and employee engagement program which provides opportunities for employees to engage with causes that they are passionate about. Annually, each employee receives a maximum of $2,000 to apply toward our two central functions of The Ripple Effect:

1. **Employee Gift Matching:** SOLV Energy matches employee donations 1:1 to eligible charities
2. **Dollars for Doers:** For each hour an employee volunteers, SOLV Energy gifts $25 for the employee to donate to an eligible charity of choice

2,253+	hours volunteered in 2025
$61,000	donated by staff in-kind giving in 2025
221	non-profits supported in 2025

The Impact team also hosts multiple campaigns throughout the year to encourage employee philanthropic participation, such as Giving Tuesday (employee matching at 2:1), local cleanups, blood drives, food bank volunteering, back-2-school drives, and more.

JOBSITE

Jobsite engagement brings our community initiatives directly to the neighborhoods surrounding our renewable energy projects. Through these on-the-ground efforts, we extend our social commitments beyond the project site – addressing local needs and fostering goodwill alongside our fieldwork.

Beginning in 2025, we include a dedicated budget for site-level community engagement in each new project contract. This ensures community initiatives are not simply a "nice to have," but a defined line item essential to project success. We recognize this investment as a necessity for building strong relationships during construction and long after we hand over the keys to our clients.

School Transformations

SOLV Energy and our nonprofit partner, Heart of America, are committed to empowering younger generations by enhancing educational resources across the United States. We begin by identifying school districts near our jobsites and conducting discovery sessions with district leaders to understand their specific needs. Our focus is on providing critical resources, technology, and inspiring learning environments that help students recognize their full potential. Together with our clients and partners, we transform K–12 public schools by strengthening and modernizing their educational spaces – from building STEAM centers to revitalizing gyms. We believe these investments help cultivate the industry leaders of tomorrow.

Where Innovation Begins: Inspiring Future Leaders Through STEM

In 2025, SOLV Energy collaborated with Heart of America and customer, Matrix Renewables, to complete a transformative school project in Rogers, Texas, near our Stillhouse project site. Working closely with Rogers ISD leadership, the team reimagined and renovated the school's former library and English classroom to create a state-of-the-art STEM classroom and lab that expands hands-on learning opportunities for students.

The team equipped the new space with immersive and future-focused technology, including a virtual reality set and 3D printers, giving students direct access to tools that bring science, technology, engineering, and math concepts to life. The redesigned classroom fosters collaboration, creativity, and problem-solving, skills that we see as essential for inspiring careers in renewable energy.

A key goal of the transformation was to support the development of a competitive robotics team that can travel and participate in regional competitions, creating new pathways for students to apply their skills beyond the classroom. By investing in modern learning environments and advanced technology, SOLV Energy and its partners are helping Rogers ISD build sustainable educational infrastructure that empowers students and strengthens the local community for years to come.

Good Energy Carts

SOLV Energy provides Good Energy Carts to some elementary schools near our jobsites as part of our commitment to community engagement and education. These mobile learning stations give students hands-on opportunities to explore renewable energy concepts and discover potential career pathways in solar and clean energy. Each cart features Goal Zero solar panels connected to a battery system that powers a television, allowing students to see firsthand how the system generates, stores, and uses solar energy. The carts help educators bring real-world energy applications into the classroom while sparking curiosity about sustainability and future careers in the renewable energy industry.

Jobsite Sponsorships and Donations

SOLV Energy is proud to support the communities where we live and build. Through collaboration with our clients, field teams, and local partners, we identify meaningful opportunities that align with our community engagement mission. By investing in causes that reflect each community's unique character and priorities, we honor the spirit of the places we call project homes and strengthen the relationships that make our work possible.

2025 jobsite sponsorships & donations included:

1. Community Foundation of Texas Hill (Texas flooding)
2. Eldorado High School Welding Program
3. Kentucky Tornado Relief
4. Yoakum County Watermelon Roundup
5. St. Felix Food Pantry
6. Humane Society of Ochocos
7. Starke County Center for Energy Education Summer Program
8. Abbott Fire Department
9. Pendleton Roundup
10. Brawley Cattle Call

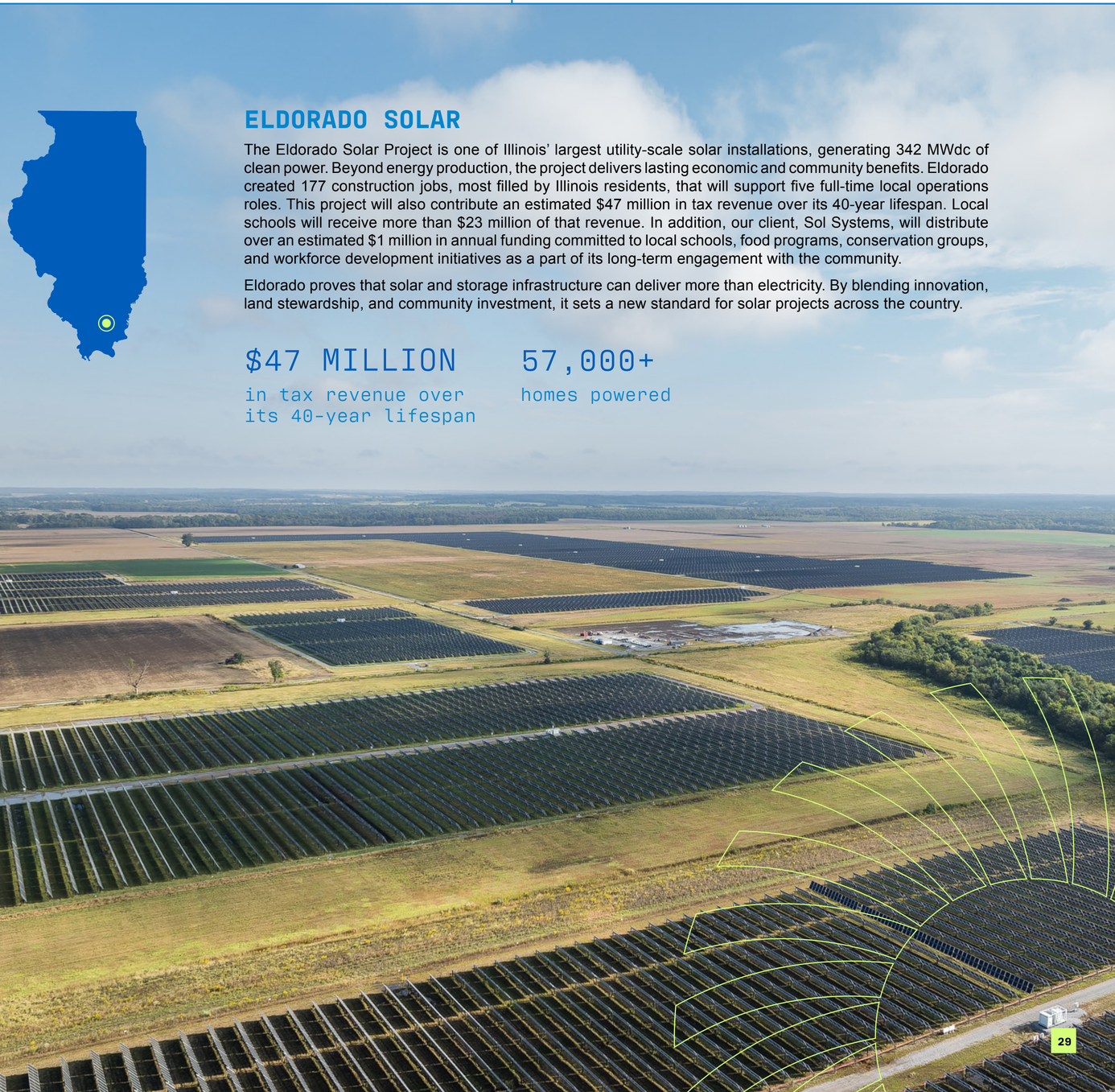


BUILDING LOCAL ECONOMIES AND RENEWABLE POWER

As we continue to expand clean energy capacity across the U.S., SOLV Energy remains focused on demonstrating how solar infrastructure can drive high-quality job creation, strengthen local economies, and offer new career pathways in America's evolving energy landscape.

25 PV EPC
projects completed across 10 states totaling 2.9 GWdc

500,000+
homes powered through completed renewable energy projects



ELDORADO SOLAR

The Eldorado Solar Project is one of Illinois' largest utility-scale solar installations, generating 342 MWdc of clean power. Beyond energy production, the project delivers lasting economic and community benefits. Eldorado created 177 construction jobs, most filled by Illinois residents, that will support five full-time local operations roles. This project will also contribute an estimated $47 million in tax revenue over its 40-year lifespan. Local schools will receive more than $23 million of that revenue. In addition, our client, Sol Systems, will distribute over an estimated $1 million in annual funding committed to local schools, food programs, conservation groups, and workforce development initiatives as a part of its long-term engagement with the community.

Eldorado proves that solar and storage infrastructure can deliver more than electricity. By blending innovation, land stewardship, and community investment, it sets a new standard for solar projects across the country.

$47 MILLION
in tax revenue over its 40-year lifespan

57,000+
homes powered



INCLUSIVE

01 Employee Engagement

02 Our Inclusion Ecosystem

03 Our Workforce

04 Our Growth Culture

EMPLOYEE ENGAGEMENT

At SOLV Energy, our people are fundamental to our performance, operations, and long-term success. We define engagement as the strength of mental and emotional connection that employees feel toward the work they do, their teams, and the overall organization. Ensuring that our staff remains engaged is a key priority to retaining our top talent.

EMPLOYEE ENGAGEMENT RESULTS

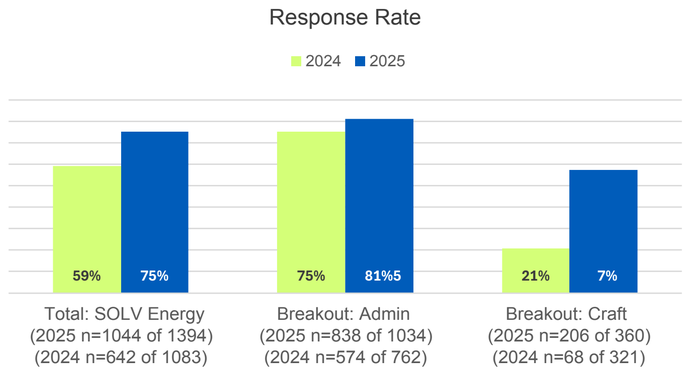
Starting in 2024, we worked with Quantum Workforce, a third-party survey vendor, to gather confidential employee feedback on their experience at SOLV Energy. Each year, we survey our staff to better understand the employee experience, identify key drivers of engagement, and highlight both strengths and opportunities for improvement. As we moved into 2025, we were excited to evaluate our progress using consistent, year-over-year data. This approach enables us to track trends, measure the impact of our efforts, and make more informed, data-driven decisions. We look forward to continuing to build on this methodology, using ongoing feedback to strengthen our culture and enhance the overall employee experience.

Each year, we distribute the survey to eligible full-time administrative and non-union craft employees. We format the questions using a Likert scale and focus them on topics including:

1. Engagement outcomes
2. Future outlook
3. Team dynamics
4. Career and growth development
5. Manager effectiveness
6. Trust in leadership
7. Diversity and inclusion
8. Communication and resources
9. Individual needs

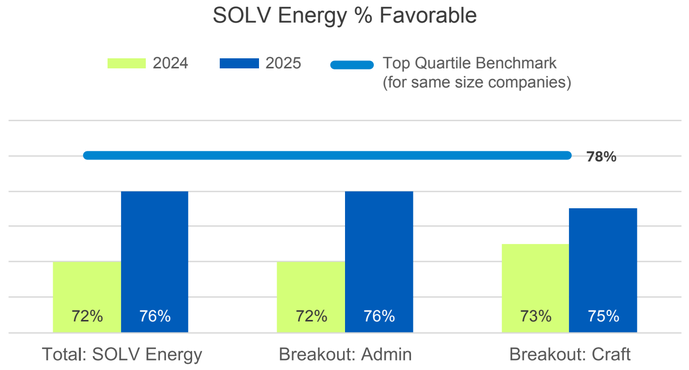
RESPONSE RATE

In 2025, we were pleased to recognize a significant increase in participation (+16%), with our Craft employee response rate more than doubling 2024's rate. While this is a major improvement, we aim to push even further and motivate a higher response rate to ensure that we continue hearing as many voices as possible across the organization.



FAVORABILITY SCORE

Our overall favorability score increased from 72% to 76% (+4%) – reflecting a strong level of engagement and positive sentiment across the company. This score positions SOLV Energy above industry benchmarks and aligns us with the top quartile of similarly sized organizations.



INSIGHTFUL STRENGTHS

- Employees continue to feel proud to work at SOLV Energy (89%), and 91% report that their coworkers accept them.
- Confidence in leadership and future outlook improved significantly (+9%), especially among admin and manager populations.
- Belonging scores rose across the board, with 82% of employees feeling like they belong (+7.4%).

IMPACTFUL OPPORTUNITIES

- Managers made gains in understanding the company's direction, but some report needing more clarity around the "why" behind organizational changes.
- While recognition scores have improved steadily since last year, employees still see room for growth in how we celebrate contributions across teams.
- Craft employees shared that while fairness and accountability have improved, perceptions regarding learning and performance management declined.

OUR INCLUSION ECOSYSTEM

SOLV Energy advances inclusion and belonging through a connected ecosystem of leadership, employee-driven programs, and ongoing engagement. This approach creates opportunities for employees to connect, share perspectives, and grow across roles and locations, strengthening cultural awareness and connection across the workforce.

SEIA'S DIVERSITY, EQUITY, INCLUSION, AND JUSTICE CERTIFICATION PROGRAM

In 2025, SOLV Energy advanced to Gold in the Solar Energy Industries Association (SEIA) Diversity, Equity, Inclusion, and Justice (DEIJ) Certification Program. This milestone reflects continued progress in strengthening inclusive practices across the organization.

The SEIA program provides an industry-wide framework for companies to assess and improve how they support equity and inclusion through their policies, training, and workforce initiatives. Earning Gold status indicates that SOLV Energy has taken meaningful steps to move beyond foundational efforts and consistently apply inclusive practices across the business.

This recognition highlights the company's ongoing commitment to supporting employees, creating opportunities for growth, and contributing to a more inclusive clean energy industry.





2025 DEIJ CERTIFICATION GOLD
SEIA Solar Energy Industries Association

INCLUSION MODEL

At SOLV Energy, connection builds inclusion. Resolve, Inclusion Resource Committees, and Inclusion Allies operate as an integrated ecosystem grounded in a shared commitment to inclusion and belonging. Together, they create meaningful opportunities for employees to contribute, connect, and help shape a culture where every voice is heard, every individual is respected, and everyone is supported to grow.



RESOLVE

SOLV Energy founded Resolve in 2022 as an Inclusion Council that employees lead and the company sponsors. It plays a central role in strengthening our culture, advancing inclusion and belonging, and fostering an environment where employees can thrive.

Resolve brings together 15 leaders representing 12 cities across eight states, reflecting a broad cross-section of our workforce — 27% craft, 27% administrative, and 46% hybrid employees. This diversity of roles, experiences, and perspectives ensures thoughtful, inclusive guidance. Members serve two-year terms, with Chief Executive Officer George Hershman and Chief People Officer Brandi Pearson providing executive sponsorship.

INCLUSION RESOURCE COMMITTEES (IRCS)

Resolve members lead the action-oriented Inclusion Resource Committees, and Inclusion Allies support their work. IRCs drive engagement, learning, and collaboration across the organization, helping to build cultural awareness and connection.

Through initiatives such as Courageous Conversations and the Resolve Speaker Series, IRCs create space for dialogue, education, and shared understanding. SOLV Energy currently supports seven IRCs focused on Asian, Black, Disability, Latino, LGBTQ+, Veterans, and Women communities.

INCLUSION ALLIES

SOLV Energy trains a network of more than 50 Inclusion Allies across 22 cities to support and advance inclusion efforts throughout the company. Open to all employees, Inclusion Allies collaborate with Resolve and IRCs to help implement programs, provide local insights, and strengthen connection across locations.

By serving as champions of inclusion within their teams and communities, Inclusion Allies help foster a workplace where employees feel a true sense of belonging.

CONTINUOUS INCLUSION ENGAGEMENT

SOLV Energy advances inclusion through targeted engagement and learning initiatives that build awareness, encourage dialogue, and strengthen connection. Programs like Courageous Conversations and the Resolve Speaker Series, along with leadership development and ongoing platforms, help employees share their voices, contribute meaningfully, and build connections.

COURAGEOUS CONVERSATIONS

Courageous Conversations create structured opportunities for employees to engage in open, respectful dialogue about experiences, perspectives, and differences not often addressed in day-to-day work. These conversations strengthen cultural competence and support a workplace where colleagues listen to and value one another.

The Inclusion Model®— openness, courage, bias awareness, cultural competence, candor, collaboration, curiosity, and commitment— guides sessions ranging from brief 10-minute discussions to 60-minute facilitated conversations with clear guidelines and prompts.

In 2025, SOLV Energy held sessions at field and office locations throughout the year, including during Construction Inclusion Week. Facilitators led dozens of discussions that engaged employees across the organization, including three Base Camps that collectively reached hundreds of participants.

RESOLVE SPEAKER SERIES

The Resolve Speaker Series is a virtual, one-hour program that builds cultural awareness by highlighting employee experiences and perspectives through moderated panels and storytelling.

In 2025, the series engaged more than 450 employees in the Latinx Panel, 350+ in the Veteran Panel, 450+ in the Women's Panel, and 350+ in the Disability Panel. In-person watch parties in San Diego, Bend, and field locations further expanded participation and connection.

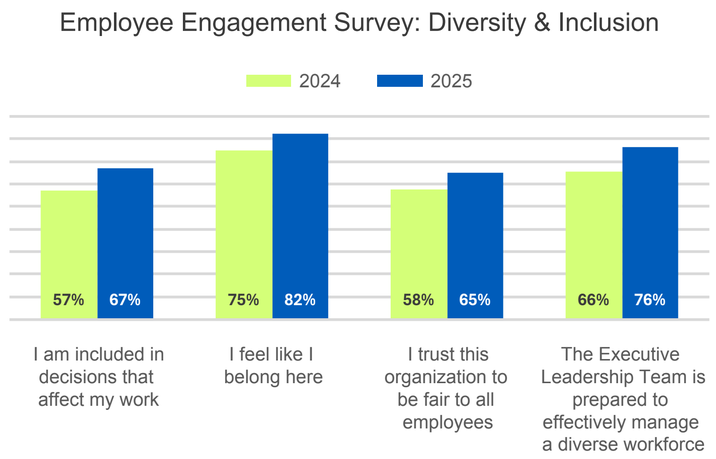
ADDITIONAL LEARNING AND ENGAGEMENT

SOLV Energy advances inclusive leadership through targeted development experiences that build awareness and practical skills. As part of the Leadership Accelerator program, leaders participate in an Inclusive Leadership workshop focused on strengthening inclusive behaviors and decision-making.

Cultural Corner, an internal blog featuring employee stories and insights, and Viva Engage, the company's digital community platform, support ongoing engagement. In 2025, participation in Viva Engage increased by 115%, reflecting growing connection across the workforce.

ENGAGEMENT SURVEY: DIVERSITY AND INCLUSION FOCUS

In 2025, SOLV Energy saw meaningful gains across diversity and inclusion measures, reflecting continued progress in building a more inclusive workplace. Employees reported stronger feelings of belonging (+7%) and greater confidence in leadership's ability to manage a diverse workforce (+10%). Perceptions of inclusion in decision-making increased to 67% (+10%), while trust in organizational fairness rose to 65% (+7%). Together, these improvements indicate growing employee confidence, connection, and trust across the organization.





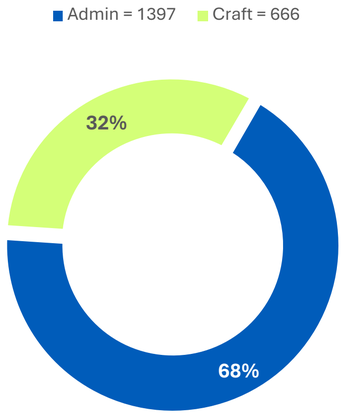
OUR WORKFORCE

Our success is driven by the strength, dedication, and diversity of our people. Across SOLV Energy, employees bring a wide range of industry experience, technical skills, and perspectives that enable the safe, efficient, and high-quality delivery of renewable energy solutions. From the field to the office, this collective talent shapes not only the projects we build, but the culture we cultivate.

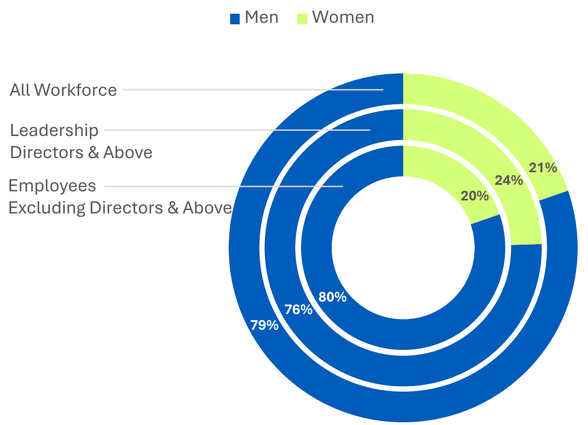
We are committed to fostering a work environment where individuals are supported, developed, and empowered to do their best work. By investing in our workforce and recognizing the unique contributions of each employee, we strengthen collaboration, fuel innovation, and position SOLV Energy for sustained growth in a rapidly evolving energy landscape.

Understanding our employee demographics helps us better support our teams, advance our goals, and continue building a workplace where everyone has the opportunity to succeed.

2025 Employee Breakdown: Role Type

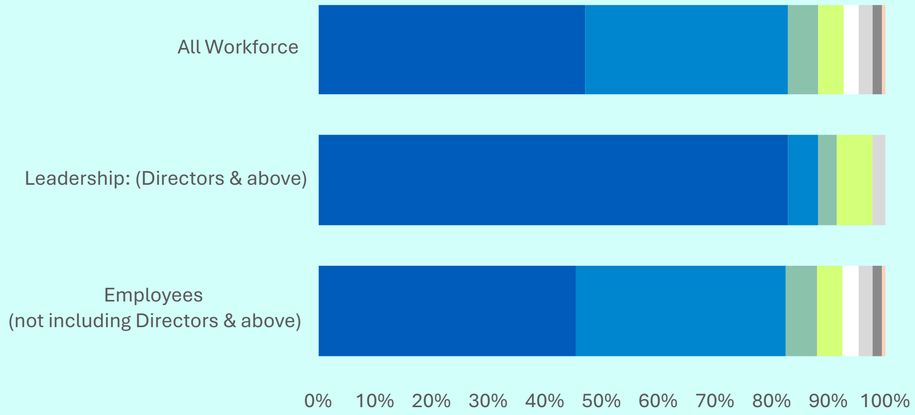


2025 Employee Breakdown: Gender



	Race/Ethnicity	Employees (not including directors and above)	Leadership (directors and above)	Total Workforce
	White (Not Hispanic or Latino)	45.5%	83.0%	47.2%
	Hispanic or Latino	37.1%	5.3%	35.6%
	Black or African American (Not Hispanic or Latino)	5.4%	3.2%	5.3%
	Asian (Not Hispanic or Latino)	4.6%	6.4%	4.7%
	I do not wish to answer.	2.8%	0.0%	2.7%
	Two or More Races (Not Hispanic or Latino)	2.4%	2.1%	2.4%
	American Indian or Alaska Native (Not Hispanic or Latino)	1.7%	0.0%	1.6%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.5%	0.0%	0.5%

2025 Employee Breakdown: Race/Ethnicity



Note: Workforce figures represent SOLV Energy employees as of 2025, excluding Spartan Infrastructure

OUR GROWTH MINDSET

SOLV Energy fosters a strong growth culture by investing in its people and creating opportunities to build skills and grow careers. We maintain strong engagement across our workforce, supported by lasting relationships and a commitment to employee success. Through competitive benefits and meaningful development programs, we continue to attract and retain top talent while strengthening our organization for the future.

DEVELOPING OUR TOP TALENT

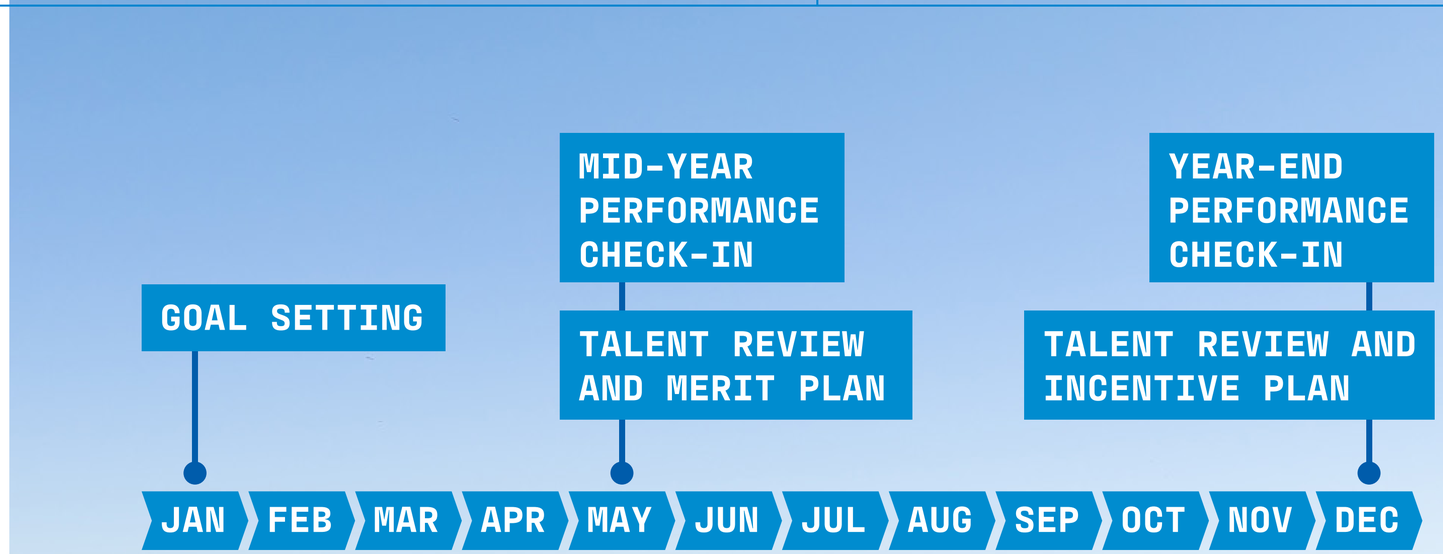
Our Talent Development function equips employees to build new skills, grow in their roles, and pursue future opportunities through a blend of programs, on-the-job learning, and coaching. This investment reflects our commitment to developing a strong and innovative workforce.

PERFORMANCE MANAGEMENT

SOLV Energy's Performance Management Cycle is a continuous, people-first framework designed to support growth, alignment, and meaningful dialogue throughout the year. Centered on four key areas – Goal Setting, Coaching, Learning and Development, and Reward and Recognition – the cycle encourages ongoing conversations between employees and managers. Together, these elements create a consistent rhythm for setting expectations, sharing feedback, and investing in development while recognizing contributions.



The cycle begins in January with goal setting, where employees establish goals aligned to SOLV Energy's strategic priorities which are then agreed upon with their managers. These goals are revisited through ongoing coaching conversations and a mid-year check-in (May to July), providing an opportunity to reflect on progress and adjust goals as needed. The cycle concludes with a year-end check-in (November to December), where employees and managers evaluate overall performance, celebrate achievements, and identify opportunities for growth while aligning on future goals and career development.



BASE CAMP

Since launching in 2023, the Talent Development and Marketing team has delivered 22 Base Camps in close collaboration with the Executive Leadership Team. Each session is intentionally designed to bring together teams tackling some of SOLV Energy's most complex and high-impact challenges, creating space to align priorities and accelerate progress.

Base Camp fosters meaningful, in-person connection across functions, strengthening relationships that are essential to working on the business and driving transformational change. Participants gain fresh perspectives, exchange ideas, and build networks with colleagues they may not typically engage with, enabling stronger collaboration long after the session ends.

Many of SOLV Energy's key improvements can be traced back to the insights and momentum generated at Base Camp. At its core, the experience blends strategic planning, forward-looking roadmapping, recognition, team building, and problem-solving –designed to support continued growth within our teams and our business as a whole.

365	Employees participated in 2025
9	Base Camps total in 2025
5	Base Camps were team specific
4	Base Camps were cross-departmental



"…It really made me feel like the field is being heard. Relaying this to my teams also made them feel like they were a part of the meeting and their concerns were also heard. Being able to talk freely and voice concerns directly to upper management was really great."

"As a fully remote employee, I really appreciate the time I had to connect with my team in-person. Companies like ours need Base Camp!"

Year	Average Net Promoter Score	Total Base Camps
2023	90%	6
2024	93%	7
2025	96%	9

MANAGER BOOTCAMP

Manager Bootcamp is designed to equip new and first-time managers with the foundational skills needed to lead effectively and support high-performing teams. Tailored for employees who supervise others, the program combines instructor-led sessions with interactive breakout discussions. This approach enables participants to apply key management concepts to real-world scenarios, strengthening their ability to lead with clarity, accountability, and consistency.

The 70:20:10 learning and development model focuses on core leadership capabilities, including communication, emotional intelligence, conflict management, feedback, delegation, and team dynamics, as well as managing change and leading effective meetings. To reinforce learning, participants engage in post-bootcamp check-ins and one-on-one coaching sessions to support practical application on the job. The program also incorporates participant feedback for continuous improvement and concludes with a certification recognizing each individual's commitment to professional growth and leadership development.

49 Employees
graduated from manager bootcamp in 2025



ON MANAGER BOOTCAMP:

"I felt revived, re-energized, and better equipped and very grateful to SOLV for investing in me."

"… Honestly, [I] think everyone can benefit from these tools and information whether they are new to managing people or have been doing so for years! To have a language that we can all "speak" that is supported by our leadership team is just so impactful! Thank you so much for your dedication to our growth!"

ATTRACTING AND RETAINING OUR WORKFORCE

In 2025, SOLV Energy welcomed 962 new team members. Given the project-based nature of our work, many craft roles conclude as projects are completed; however, we were proud to see a 38% rehire rate among our craft workforce. This reflects the strong relationships we've built and our continued commitment to welcoming back experienced team members for future projects.

Year	# of New Hires	Craft Re-Hire Rate	Voluntary Turnover Rate
2024	1,035	35%	26%
2025	962	38%	17%

We also saw voluntary turnover decrease (-4%) in 2025, underscoring our focus on retaining talent through competitive benefits, meaningful career development opportunities, and programs that support employee growth and wellbeing.

BENEFITS*

At SOLV Energy, we are committed to supporting our workforce through a comprehensive benefits program that promotes health, financial wellbeing, and overall quality of life. Core benefits are complemented by a range of wellbeing, caregiving, and financial resources, reflecting the company's focus on fostering a supportive and resilient workforce. This approach reinforces SOLV Energy's commitment to attracting, retaining, and investing in its people while enabling long-term organizational success. Some benefits include:

- Full health, dental, and vision benefits
- HSA and FSA's
- 401(k) plans with company match
- Disability benefits
- Life insurance plans
- Legal insurance plans
- Financial coaching
- Identity theft protection
- Long-term care coverage
- Mental health assistance
- Caregiving assistance
- ClassPass membership contribution

EDUCATIONAL ASSISTANCE PROGRAM*

SOLV Energy supports employee growth through continuing education, career development, and self-improvement. Through our education assistance program, employees may pursue a range of accredited learning opportunities, including degree and certificate programs, individual courses, and professional exams. We designed this benefit to expand employees' skills and support long-term career advancement while providing flexibility where appropriate. In addition, SOLV Energy fully funds all company-required training, reinforcing our commitment to developing a skilled and capable workforce.

** Benefit eligibility dependent on employee classification*



TRUSTED

01 Delivering Consistency, Building Trust

02 Accountable and Ethical Culture

03 Resilient Cybersecurity for Reliable Operations

04 Operations Technology Solutions: SCADA

05 Operational Control Center

06 Elevating our Procurement Strategy

DELIVERING CONSISTENCY, BUILDING TRUST

At SOLV Energy, we build strong client relationships through consistency, accountability, and shared success. Across the extent of a project, we prioritize transparency and collaboration to support our clients' goals and the resilience of their assets. By listening closely, delivering reliably, and continuously improving through structured feedback and cross-functional alignment, we work to earn our clients' trust and strengthen relationships over the long term.

Operations and Maintenance (O&M):

138 active projects in 2025 across 18 states and 41 clients

Engineering, Procurement, and Construction (EPC):

44 active projects in 2025 across 14 states and 27 clients

FOCUSED ON LONG-TERM VALUE

We're not here for a single project – we're here to serve customers throughout the life of their asset and for future opportunities.

- 7+ years average relationship with our largest customers
- 65% of the top 25 developers in the U.S. work with SOLV Energy
- 80% repeat business across all business segments, 87% in EPC

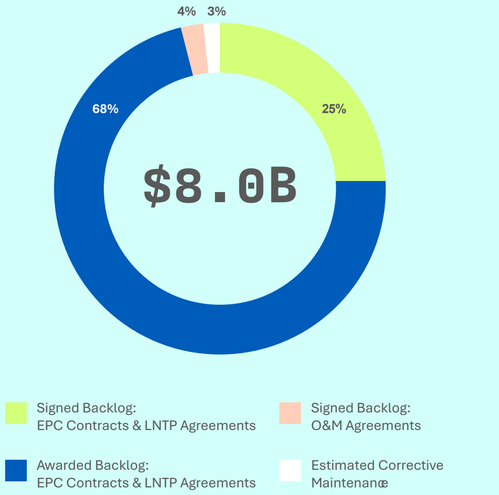
Client	Length of Relationship	# of Projects
Intersect Power	16 years	14
DESRI	12 years	29
Clēnera / Enlight	13 years	18
Deriva Energy	13 years	13

LOOKING FORWARD

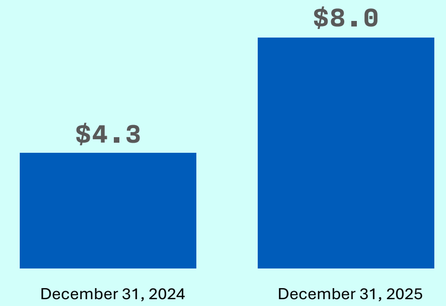
As part of our focus on client retention and engagement, a key 2026 initiative is the introduction of a formal Client Satisfaction Program. As we continue to scale, gathering structured client feedback is essential to strengthen relationships by helping us measure satisfaction levels and identify opportunities for improvement. We aim to collect 25 customer surveys with a standardized scorecard to track results.

BACKLOG

Total Backlog by Contract Type as of December 31, 2025 (% of Backlog)



Backlog Growth (% in billions)



ACCOUNTABLE AND ETHICAL CULTURE



Our commitment to integrity, accountability, and respect for people and communities guides how we conduct business. Through company policies, reporting mechanisms, and governance practices, SOLV Energy promotes ethical behavior, responsible decision-making, and compliance across its operations and business relationships.

CODE OF CONDUCT AND ETHICS

SOLV Energy's Code of Conduct and Ethics (the Code) applies to all employees, officers, and directors, as well as contractors, suppliers, and business partners who support our operations. It establishes clear expectations for ethical behavior, legal compliance, and responsible business practices across all activities. The Code guides decision-making, promotes accountability, and helps us conduct our work with integrity, supporting the long-term success of our company, our clients, and the communities we serve.

The Code outlines expected behavior on topics including, but not limited to, the following:

- Bribery and corruption
- Anticompetitive practices
- Conflicts of interest
- Human and labor rights
- Environmental and cultural resources
- Safety
- Confidential information
- Anti-harassment and anti-discrimination
- Insider trading
- Political contributions
- Whistleblowing

WHISTLEBLOWER POLICY

Enforcing SOLV Energy policies and standards is everyone's responsibility – employees, contractors, and consultants. We maintain a whistleblowing process that enables employees and business partners to report actual or potential violations relating to financial integrity, regulatory compliance, and company policies. Employees and business partners may submit concerns in writing or orally through AllVoices, direct supervisors, or People Operations (HR).

In 2025, we transitioned our reporting to AllVoices, which is a third-party confidential and optionally anonymous incident reporting system. This beneficial service is available 24 hours a day, 7 days a week online and is accessible via the Company's internet "the Grid" on the People Operations (HR) page, or via toll-free number.

The People Operations (HR) team will review each report and assign a primary investigator within 24 hours. The company prohibits retaliation against a person who in good faith reports a concern or participates in an investigation into concern. SOLV Energy may discipline or terminate anyone who engages in retaliatory behavior. Substantiated violations may result in disciplinary action or termination.

IMPACT AND ESG POLICY

Our Impact & ESG Policy establishes a structured approach for integrating environmental, social, and governance considerations into daily business operations and decision-making. The policy helps the company identify and manage ESG risks and opportunities, strengthen stakeholder relationships, and provide employees with practical guidance for responsible, consistent, and sustainable business practices.

This policy outlines information on:

- ESG governance
- Community and employee engagement
- Diversity, equity, and inclusion (DEI)
- Client support and quality management
- Market leadership
- Environmental responsibility
- Management, decision making, and reporting



RESILIENT CYBERSECURITY FOR RELIABLE OPERATIONS

At SOLV Energy, cybersecurity and risk management are central to the reliability of our clean energy operations. As technology becomes increasingly important to how we manage and maintain renewable assets, we have built programs that emphasize proactive training, practical processes, and steady improvement across teams. These efforts help us protect our systems and information while supporting the long-term performance of the assets we serve.

To Date: 0 cyber-attacks, breaches or disruptions

of our information systems resulting in any material impact to our business

A MODERN, INTEGRATED SECURITY PROGRAM

Cybersecurity at SOLV Energy is a shared responsibility across the organization. We maintain a comprehensive set of policies and controls to secure sensitive information, manage system access, and protect both IT and OT environments. Our teams operate within a unified security framework focused on early detection, coordinated response, and sustained resilience.

Our incident response model aligns technical teams, operational leaders, and decision-makers through clear procedures and defined responsibilities. This structure supports efficient communication and enables rapid, disciplined response to maintain system integrity and operational continuity.

TRAINING AND PREPAREDNESS

People are central to our security efforts. Members of the Cyber Incident Response Team participate in ongoing training, including hands-on exercises, workshops, and targeted instruction to stay current on evolving threats and best practices. We also conduct periodic tabletop exercises and program reviews to validate procedures and strengthen coordination across teams.

Employees complete mandatory cybersecurity awareness training, and regular phishing simulations strengthen their ability to recognize suspicious activity. We also provide targeted training for higher-risk groups, such as HR and Finance, to address elevated exposure to sensitive information and potential threats.

STANDARDS-BASED RISK MANAGEMENT

Our risk management approach balances structure with adaptability, emphasizing early awareness, cross-functional collaboration, and consistent processes that evolve with our business. We tailor the program to SOLV Energy while incorporating established industry standards, including NIST threat categorizations within our incident response framework and NIST cloud security guidance within our policies.

We maintain visibility into technical vulnerabilities across our environments and evaluate them based on business impact, exploitability, and operational context. This supports prioritization and informed decision-making to reduce risk in a timely manner.

SOLV Energy also works across teams to embed security by design and integrate protections into new processes and technologies from the outset.

We reinforce this approach through regular testing and independent assessments, including penetration tests and evaluations that align with frameworks such as NIST and MITRE ATT&CK. These activities strengthen our Governance, Risk, and Compliance foundation and confirm control effectiveness.

Our oversight extends to third-party providers and technology partners, and we incorporate their security posture into our risk evaluations. Our Zero Trust model underpins how we protect identities, systems, and data across environments. We prioritize security activities and investments based on risk, operational impact, and the evolving threat landscape, using insights from testing and response to drive continuous improvement.

2025 PROGRAM ADVANCEMENTS

In 2025, we advanced the maturity of our cybersecurity and risk management programs. We improved internal communication pathways, expanded incident response playbooks, and clarified procedures supporting high-pressure decision-making. We also strengthened collaboration channels and increased access to resources that support effective response, reinforcing preparedness and operational resilience.

We enhanced our approach to managing email-based threats by strengthening detection capabilities and reinforcing employee reporting behaviors. This created a more effective feedback loop between technology and users, improving visibility into phishing activity and enabling more timely identification and response to emerging threats.

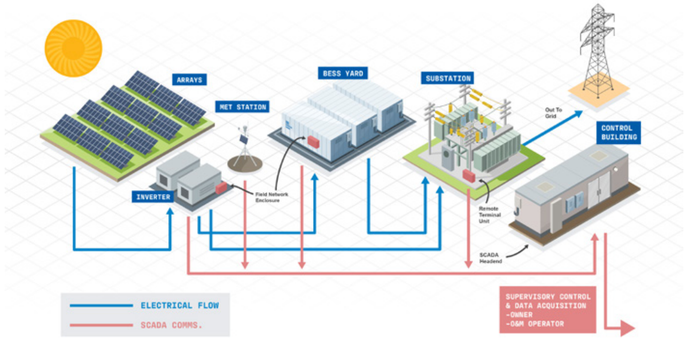
OPERATIONS TECHNOLOGY SOLUTIONS: SCADA

The Operational Technology Solutions (OTS) team designs, delivers, and supports SCADA systems – the control and monitoring platforms that act as the "brain" of a power plant – along with the network infrastructure that enables utility-scale solar and battery storage projects to operate reliably. The team leads SCADA engineering across the full EPC lifecycle: integrating plant controls, real-time data, and plant communications while coordinating design, procurement, configuration, and commissioning. OTS has deployed these systems across 190 solar sites and more than 13 GWh of storage. They leverage commercially available hardware and software to reduce risk, avoid vendor lock-in, and simplify long-term maintenance.

In 2025:

Deployed SCADA control and network systems at 190 utility-scale solar sites

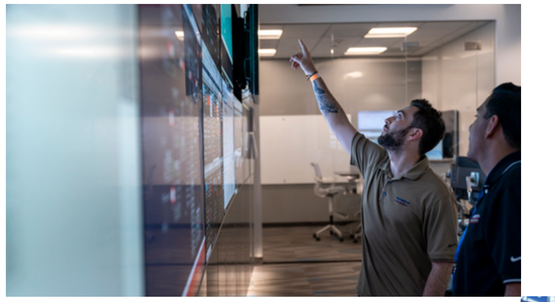
Provides 13 + GWh of controls for BESS projects



In 2025, the team introduced Hardware-in-the-Loop (HIL) testing to fully validate SCADA control logic before equipment reaches the site, thus improving quality and accelerating commissioning. Also in 2025, OTS doubled its EPC SCADA engineering staff to enhance technical support and meet increasing project complexity. These advancements enable OTS to deliver transparent, scalable, end-to-end control and data systems that operate reliably and flexibly from day one.

OPERATIONAL CONTROL CENTER (OCC)

SOLV Energy operates its NERC CIP-compliant Operations Control Center at our San Diego headquarters as the centralized hub for monitoring and managing customers' power plants. SCADA systems and plant communications enable the OCC to receive real-time data from field equipment across approximately 12 GWac of generation assets. This integrates nearly 3 million data points to ensure sites operate safely, efficiently, and in compliance with grid requirements. Through continuous monitoring and control, the OCC provides reliable 24/7 operational support across our fleet.

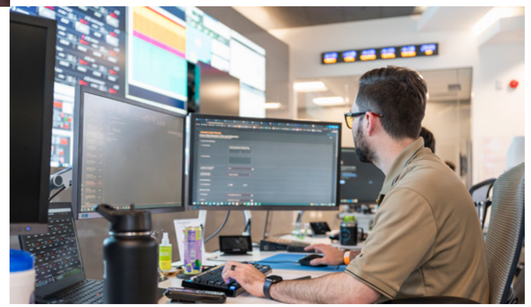


In 2025:

OCC oversaw 12 GWac of generation assets

Integrates ~ 3 million data tags

This work is critical to optimizing plant performance and delivering consistent value to our clients. In 2025, the OCC successfully onboarded 2.75 GWdc of new projects. As part of our ongoing commitment to reliability and availability, the OCC is also transitioning from a NERC Medium Impact to a NERC High Impact classification, further strengthening our ability to support customers' increasingly large assets.





ELEVATING OUR PROCUREMENT STRATEGY

At SOLV Energy, we work with hundreds of vendors, suppliers, and manufacturers to deliver renewable energy projects and advance the global energy transition. Procurement decisions – from sourcing strategies to spend – play a critical role in project success, and our clients rely on our team's expertise and due diligence to guide responsible, well-informed choices.

In 2024, we strengthened our procurement practices by more deliberately integrating ESG principles. We engaged key suppliers to better understand their approach to environmental compliance, human rights, anti-slavery, ethics, anti-bribery, equitable hiring, and workplace safety – laying the foundation for more responsible and resilient supply chains.

In 2025, we built on this work by formalizing a supplier prequalification program that evaluates ESG maturity, operational capability, financial stability, and ethical compliance. This program supports a more robust Approved Vendor List, and we continually evaluate suppliers based on performance, risk, and audit results.

We also launched a manufacturing audit program for high-impact components to assess labor practices, environmental performance, and quality controls. Additionally, we require suppliers to comply with our Supplier Code of Conduct, reinforcing expectations around responsible sourcing, ethical behavior, and human rights.

To stay aligned with evolving industry standards, we collaborate with policy advocates, consultants, and supply chain leaders to strengthen governance and support responsible procurement across the renewable energy ecosystem.





SMART

01 Innovation for Impact

02 Technology-Enabled Execution

03 Policy Engagement and Industry Advocacy

04 Growth Mindset: Strategic Acquisitions

INNOVATION FOR IMPACT

Innovation isn't a buzzword – it's how we deliver results.

In 2025, SOLV Energy integrated its operational excellence, technology, and innovation functions to form the Lean, Innovation and Technology group. This deliberate alignment brings three complementary disciplines together to drive performance improvement across the organization.

The team focuses on three core areas:

- **Lean** leads continuous improvement, applying proven methods to eliminate waste, optimize processes, and strengthen a culture of operational excellence.
- **Innovation** develops tools and equipment that turn field challenges into practical solutions, improving safety, quality, and productivity.
- **Technology** advances robotics and automation, positioning SOLV at the forefront of more efficient, scalable construction.

Together, the team shares a clear mission: to improve how we build solar energy infrastructure.

ROBOTICS AND AUTOMATION HIGHLIGHTS

SOLV Energy continues to explore innovative technologies and construction approaches that improve safety, efficiency, quality, and scalability across project execution. Through automation, robotics, and data-driven design solutions, the company is advancing more efficient and adaptable methods for delivering complex energy infrastructure projects.

Autonomous Pile Installation

Autonomous pile installation leverages robotics to perform installation with limited human intervention. This approach improves consistency and accuracy while reducing manual labor and enhancing worker safety.

Automated Module Installation

Module installation represents a lower-disruption opportunity for automation. Increasing module sizes now require multi-person lifts, creating ergonomic and safety challenges. Automation can reduce manual handling, with ongoing design improvements expected to further enable adoption.

Modular Assembly

Modular assembly is the most transformative application of robotics in development. Automated assembly lines install modules onto torque tube sections before crews deliver them to the site. This approach reduces on-site labor, enhances safety outcomes, improves quality through standardized processes, and increases overall project efficiency.

Autonomous Quality Control

Autonomous quality control inspections use drones and autonomous vehicles carrying imaging and analytics technologies to inspect large project sites. This approach enables more consistent, timely, and scalable quality assurance while reducing the need for manual inspection across expansive areas.





CASE STUDY: TESTING A NEW MODULE INSTALLATION APPROACH

SOLV Energy, in collaboration with an AI and robotics partner, conducted two pilot deployments of an automated module installation system to evaluate its impact in real field conditions. The first proof of concept pilot focused on a smaller scale (20 rows and 1,305 modules), while the second expanded deployment to test performance, processes, and team integration at a larger scale (1 power block and 6,210 modules).

In the initial pilot, the technology demonstrated strong safety and efficiency potential. The system successfully supported installation activities with no safety incidents and showed early productivity gains, with crews achieving higher output per person than typical manual installation.

The second pilot introduced a more structured approach with dedicated supervision, defined support roles, and improved planning around material staging and crew coordination. These adjustments led to more consistent operations and continuous improvement. Quality remained high, with minimal module damage, and inspections identified no issues.

Together, these pilots show a clear trajectory: early success in proving the technology, followed by meaningful gains through operational refinement. With continued iteration, this approach offers a scalable path to safer work, greater efficiency, and consistent quality on future projects.

Pilot Project 1: Proof of Concept

20 rows and 1,305 modules

↑134% in module installation efficiency per person per day*

Pilot Project 2: Large Scale and Process

1 power block and 6,210 modules

↑53% in module installation efficiency per person per day*

**When considering 85.2 as the average module installation per person per day*

TECHNOLOGY-ENABLED EXECUTION

Innovation and technology are central to SOLV Energy's approach to delivering utility-scale solar and storage projects. We've developed proprietary platforms and built internal tools to improve efficiency, project visibility, operational performance, and customer experience across the full project lifecycle. These technologies support real-time decision-making, advanced analytics, process automation, and field optimization, helping SOLV deliver high-quality projects at scale.

SUNSCREEN: REAL-TIME CONSTRUCTION INTELLIGENCE

SOLV developed Sunscreen, one of the first solar-specific construction management platforms, to improve project execution, quality control, and stakeholder visibility. The platform provides real-time project tracking, daily activity monitoring, QA/QC reporting, module and serial tracking, schedule integration, and GPS-enabled field documentation. Sunscreen enables project teams, clients, and field personnel to stay connected through real-time construction intelligence, helping SOLV reduce manual reporting time, improve accountability, and deliver projects more efficiently.

- Reduces manual reporting time by up to 90%
- Built using feedback and experience from hundreds of renewable energy projects

VITALS: DATA-DRIVEN O&M

Vitals is SOLV Energy's proprietary cloud-based operations and maintenance analytics platform designed to monitor and optimize operating solar and storage assets. The platform delivers real-time operational visibility, advanced performance analytics, loss categorization, and fleetwide benchmarking capabilities across some of the largest renewable energy portfolios in the United States. Vitals captures millions of data points every few seconds and supports faster issue resolution, reduced maintenance costs, validated reporting, and improved energy production forecasting.

- More than 21.7 TWh of energy data recorded
- Captures approximately 2.8 million data points every 5 seconds
- Maintains over 50+ terabytes of operating data across monitored assets





POLICY ENGAGEMENT AND INDUSTRY ADVOCACY

SOLV Energy's CEO, George Hershman, has been a member of the Board of Directors of the Solar Energy Industries Association's (SEIA), a non-profit trade association, since 2013. He served as Board Chairman from 2020-2023.

In 2025, George Hershman also joined the Board of American Clean Power (ACP), a non-profit trade association, expanding SOLV Energy's involvement in industry-wide clean energy policy and advocacy efforts.

2025 Efforts

Throughout 2025, SOLV Energy actively participated in federal policy engagement and industry advocacy efforts through coordinated meetings with members of Congress, congressional staff, and key energy policymakers. Along with industry associations including SEIA and ACP, SOLV Energy representatives met with lawmakers from across the United States to discuss the growing importance of utility-scale solar and storage in supporting grid reliability, affordability, domestic manufacturing, and rising electricity demand.

These meetings focus on topics including permitting reform, transmission and interconnection challenges, domestic energy production, tax policy, workforce development, and the critical role renewable energy will play in meeting accelerating load growth. We also highlight our project footprint, operational expertise, and economic impact in communities across the country, including investments in infrastructure, job creation, and long-term energy resilience.

Through engagement with policymakers and industry leaders, SOLV Energy helps advocate for policies that support reliable, cost-effective, and scalable clean energy development in the United States.

65+ Meetings with Congresspeople in 2025

GROWTH MINDSET

A central element of SOLV Energy's growth strategy is pursuing strategic acquisitions that strengthen and expand our lifecycle service model. By adding businesses that complement our existing capabilities and customer relationships – while also introducing service lines that fill critical gaps in our lifecycle offering – we continue building a more integrated platform that supports customers across the full lifecycle of utility-scale energy infrastructure.

In 2025, SOLV Energy acquired two companies which are integral to solidifying our lifecycle approach:

SDI Services

SOLV Energy acquired SDI Services to expand our self-perform construction and foundation installation capabilities. With more than two decades of experience in solar foundation drilling, pile installation, and mechanical installation services, SDI strengthens our ability to execute complex renewable energy projects across challenging terrain.

Key Highlights:

- More than 25 years of drilling and solar construction experience
- Supported over 6 GW of utility-scale projects across the United States
- Completing approximately 300–500 drilling projects annually

Spartan Infrastructure

Spartan Infrastructure joined SOLV Energy in 2025 to provide expertise on high-voltage transmission construction. Spartan's deep experience in T&D enhances our ability to deliver reliable interconnections and modernize the power grid.

Key Highlights:

- Nationwide transmission construction operations
- Specialized expertise in 230kV, 345kV, and 500kV transmission systems
- Award-winning safety performance with zero-injury recognition in 2022, 2023, and 2024



APPENDIX

Policies and Reference Documents:

2025 Annual Report (10-K)

Audit Committee Charter

Code of Conduct and Ethics

Compensation Committee Charter

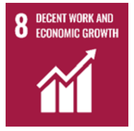
Corporate Governance Guidelines

Injury and Illness Prevention Program

Nominating and Corporate Governance Committee Charter

Registration Statement (S-1)

SDG INDEX

SDG	SDG Description	How We're Contributing	PG. #
	Ensure healthy lives and promote well-being for all at all ages	Strengthening Systemic Safety, Expanded Training and OSHA 20 Safety Leadership Program	22-23
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	PowerUp! Renewable Energy Scholarship School Transformations Base Camp, Manager Bootcamp, and Educational Assistance Program	25 27 36-37
	Achieve gender equality and empower all women and girls	WRISE Our Workforce	25 34
	Ensure availability and sustainable management of water and sanitation for all	Stormwater Pollution Prevention Plans (SWPPPs) Spill Prevention, Control and Countermeasure (SPCC) Plans	16 16
	Ensure access to affordable, reliable, sustainable and modern energy for all	What We Do Our 2025 Renewable Power Contribution Indigenous Solar Initiative	8 14 26
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Building Local Economies and Renewable Power Strengthening Systemic Safety, Expanded Training and OSHA 20 Safety Leadership Program PowerUp! Renewable Energy Scholarship Eldorado Solar	29 22-23 25 29
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	What We Do- HV & Substation Services Robotics and Automation	8 45

SDG	SDG Description	How We're Contributing	PG. #
	Reduce inequality within and among countries	Resolve Inclusion Council and Inclusion Resource Committees Our Inclusion Ecosystem and Inclusion Programs	32 32-33
	Make cities and human settlements inclusive, safe, resilient and sustainable	Indigenous Solar Initiative Community Engagement	26 25-28
	Ensure sustainable consumption and production patterns	Elevating Our Procurement Strategy Environmental Compliance Program	43 15-18
	Take urgent action to combat climate change and its impacts	Climate Governance & Risk Management Climate and Greenhouse Gas Inventory Our 2025 Renewable Power Contribution	20 19 14
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Endangered, Threatened, and Protected Species Invasive Species Prevention Re-Seeding Plans, Land Productivity, and Pollinators Agrivoltaics	17 18 18 18
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Code of Conduct and Ethics Policy , Whistleblower Policy, Impact and ESG Policy	40
	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	SEIA and ACP Industry Engagement Indigenous Solar Initiative WRISE	47 26 25



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