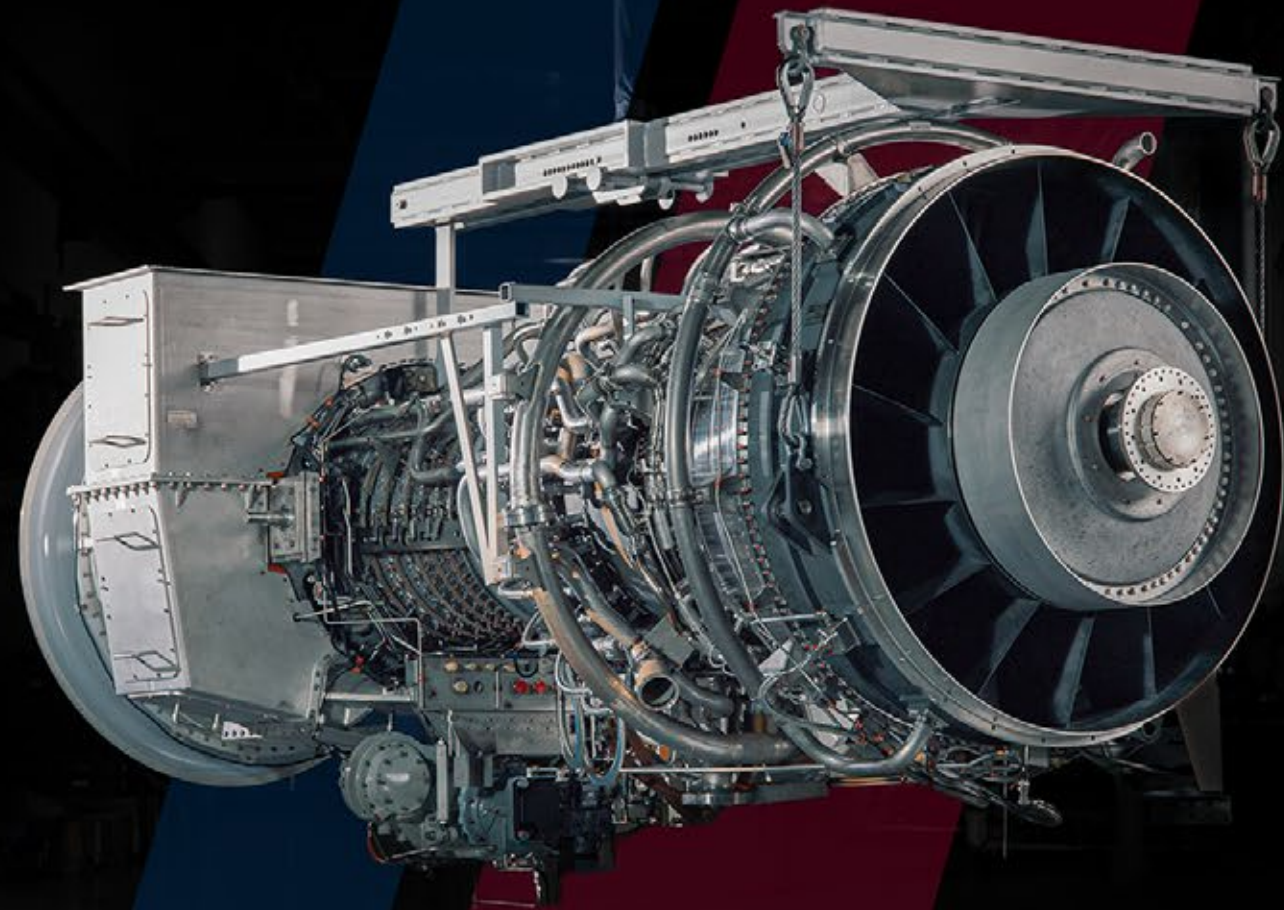
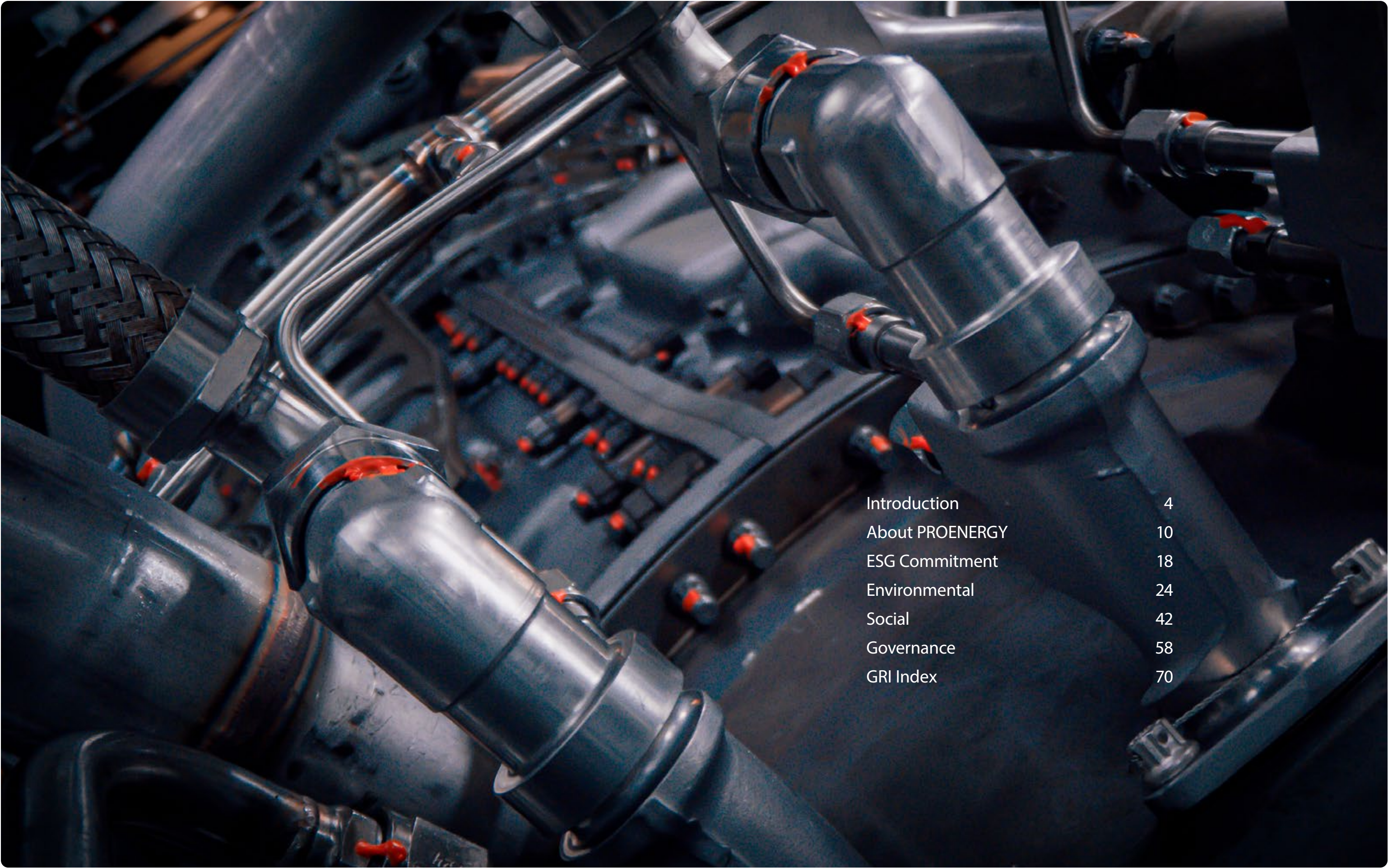


2025 ESG Report

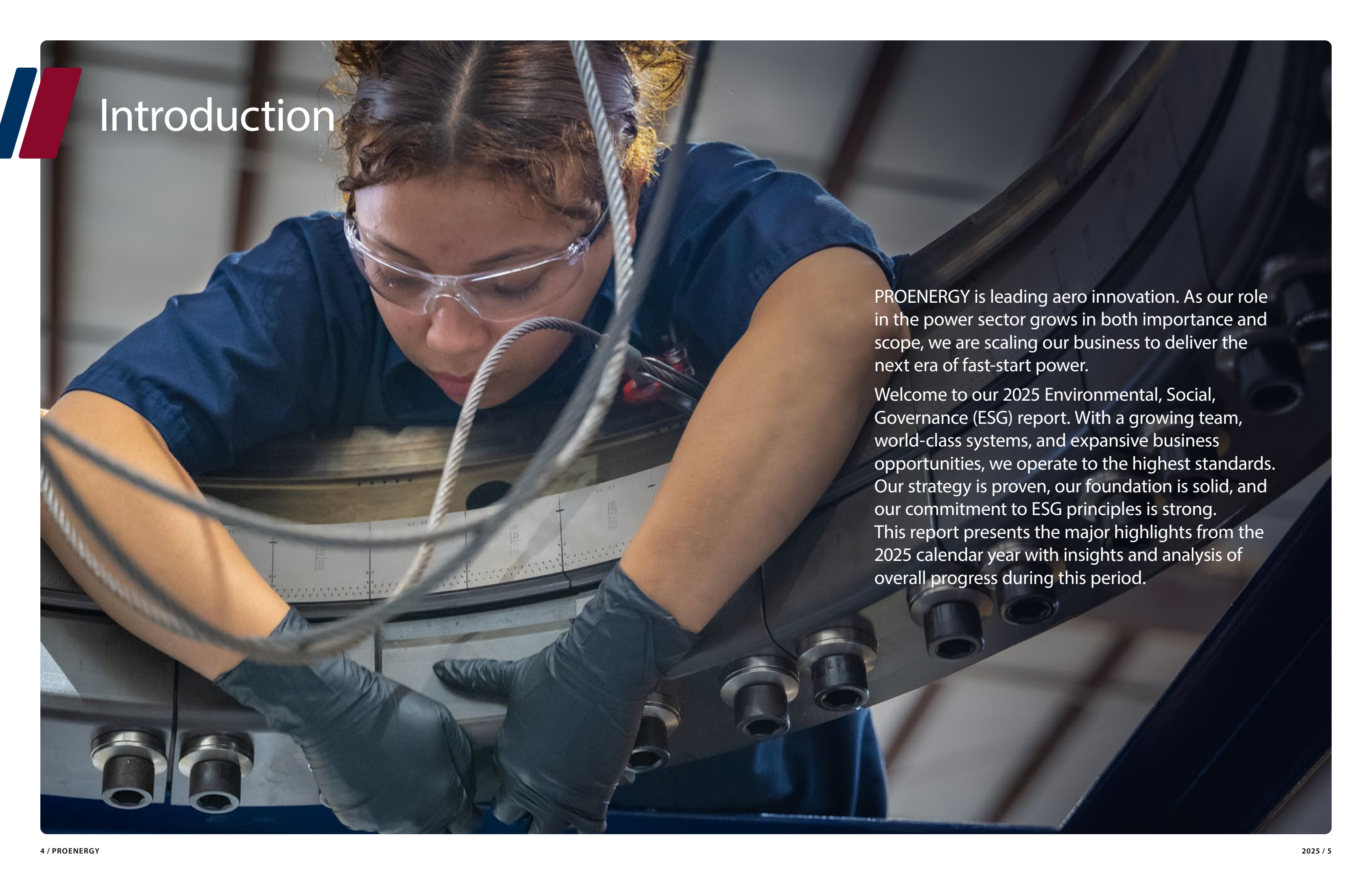
Sustainable Growth



PROENERGY



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Introduction

PROENERGY is leading aero innovation. As our role in the power sector grows in both importance and scope, we are scaling our business to deliver the next era of fast-start power.

Welcome to our 2025 Environmental, Social, Governance (ESG) report. With a growing team, world-class systems, and expansive business opportunities, we operate to the highest standards. Our strategy is proven, our foundation is solid, and our commitment to ESG principles is strong. This report presents the major highlights from the 2025 calendar year with insights and analysis of overall progress during this period.



CEO Letter



As global energy markets evolve, our commitment to responsible growth and long-term value creation guides our business.

Amid a global power shortage, the value and urgency of our solutions have become clear. Our traditional customer base relies on fast-start power to keep homes, businesses, and essential services running. Across North America, PROENERGY turnkey projects help balance the grid and provide critical backup for renewable energy.

Data centers are our newest and fastest-growing customer segment. Our solutions accelerate hyperscalers' ambitious infrastructure buildouts, and we have multiple gigawatts of power under contract. We are proud to help advance economic prosperity by enabling the breakthroughs made possible by advanced computing.

Last year, I shared our commitment to responsible growth. Since then, we have invested strategically in technology, our people, and our supply chain—expanding our manufacturing and service footprint and strengthening our overall capacity for the future.

As we position PROENERGY to serve more customers at home and abroad, we remain grounded in a broader principle that extends beyond growth: To be a force for good in the world. That principle has guided PROENERGY since Cara and I founded the company 24 years ago.

I'm proud of the strength of PROENERGY culture, the consistency of our core values, and the discipline with which we continue to grow. With this report, I reaffirm my commitment to disciplined execution, responsible stewardship, and long-term value creation for our stakeholders and the communities we serve.

Jeff Canon
President and CEO



SVP Sustainability Letter



PROENERGY raises the bar once again for meaningful, measurable ESG impacts.

In 2025, we delivered against those commitments while supporting a rapidly growing and evolving business.

We expanded our footprint, scaled our operations, and served a more diverse customer base, all while remaining firm in our commitment to responsible and sustainable business practices. The driving force behind our success, our people continue to demonstrate dedication, resilience, and ownership in advancing our ESG priorities.

Environment

Our commitment to environmental stewardship ensures that responsible resource management is embedded in everything we do. In 2025, we strengthened and expanded our environmental reporting to include a deeper analysis of our carbon footprint. We completed a Scope 3 materiality assessment, quantified our Scope 3 emissions, and calculated the avoided emissions that result from our parts and components reuse strategy.

This year, we report our Scopes 1, 2, and 3 carbon emissions, marking an important step in greater transparency and accountability. We also highlight our climate risk and resilience strategy, which leverages governance frameworks, operational risk management practices, and targeted design improvements to enhance the reliability of energy

systems while supporting a transition to a lower-carbon future. We continue to focus on operational efficiency and resource optimization. Our research and development (R&D) teams are advancing solutions to reduce water consumption. Our operations teams carry on efforts to minimize waste with metal recycling and scrap reduction.

Social

Our people remain at the center of all efforts. As our organization keeps growing, we stay committed to fostering a safe, inclusive, and supportive work environment. While we welcomed over 240 new employees in 2025, we reinforced the importance of safety leadership and accountability as a foundation of our onboarding process and day-to-day operations.

We continue to invest in initiatives that empower our workforce and align with our core values. These activities include our ingenuity and employee excellence awards, wellness communications, and employee engagement. In 2025, we enhanced our benefits with new programs that deliver value and support to our employees and their families.

Beyond our organization, we strengthened our civic impact in 2025 through increased contributions, expanded charity participation, and ongoing support for health, education, and community initiatives.

Our commitment to learning and development also expanded with the growth of our internal programs and PROENERGY University. We have now trained over 500 customers to date, which extends our impact and knowledge among energy professionals.

Governance

We continue to reinforce our governance framework by enhancing policies, controls, and compliance practices while strengthening the operational foundation that supports our growth. In 2025, we made significant progress in improving our underlying processes, systems, and tools, with the rollout of our new enterprise resource planning (ERP) platform. This transformation will enhance efficiency, increase transparency, and strengthen process control across the organization.

We also bolstered our commitment to transparent operations by introducing and updating key policies, including those focused on money laundering, fraud, anti-trust, modern slavery, and human rights. Our trade compliance assessment enabled us to identify gaps and target improvements that enhance our compliance program and operational controls.

Our annual Spotlight on Ethics campaign, timed with the National Ethics Awareness Month, reinforced a strong culture of integrity across the organization. Leadership engagement and employee participation

demonstrate our ongoing commitment to ethical decision-making.

To Our Shareholders

I'm grateful for the strong leadership of Jeff and Cara Canon and the genuine care they show for our people. They helped make ESG a core part of PROENERGY culture. I value our partnership with ECP and our shared commitment to building sustainable energy infrastructure. Together, we continue to align our ESG strategy with broader industry goals and identify opportunities to increase our impact.

To Our People

Thank you for continuing to drive our ESG progress. You have raised the bar once again and enabled us to deliver meaningful, measurable impacts.

Gus Eghneim
SVP Sustainability
Chief Compliance Officer



About PROENERGY

PROENERGY is an engineering, R&D, and manufacturing powerhouse.

Our company has lifetimes of aeroderivative experience. United by the vision that all things are possible, we perform safely, efficiently, and responsibly. Where others see impossible challenges, we seize opportunities to lead aero innovation. Instead of accepting part and turbine shortages, our engineers made the PE6000 aeroderivative engine. Instead of accepting different, difficult-to-operate packages, we built a standardized solution with operators in mind. Instead of accepting year-long waits for engine service, we created a global network that delivers industry-leading, guaranteed turnaround times. Instead of accepting equipment shortages into the next decade, we're scaling to meet tomorrow's demand.

The Power of One

PURPOSE	Ignite the excellence within us.
MISSION	Fast-start power is all we do, and we do it all.
VISION	All things are possible.

BY THE NUMBERS

Founded in 2002	900+ Employees	11 GW in Turnkey Projects	170+ Units Booked
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Our Core Values

Everything we do, we do as PROENERGY. Our core values unite and empower our team to excel in all efforts.

Teamwork	Challenge and support one another.
Focus	Deliver excellence to our customers.
Integrity	Be responsible and accountable.
Education	Pursue growth through learning.
Change	Embrace it!
Faith	Believe that anything is possible.





Our Solutions

Our fast-start solutions address the full lifecycle of aeroderivative turbines, from development to decommissioning. We manufacture turbines and packages; we install them with our skilled in-house crews; we develop, build, and operate power plants for customers; and we provide lifecycle care for turbines.

Manufactured Equipment
Turbines and Packages Made
In-House
Scalable in 50 MW Power Blocks



Turnkey Projects
Single-Source Plant Delivery
Proven Designs in Half the Time



Contracted Power
CAPEX-Free, Guaranteed Energy
*Reliable Generation From Concept to
Commercialization*



Lifecycle Care
Comprehensive Aero Services
*All-in-One Solution for PE6000,
LM6000, and LM2500**

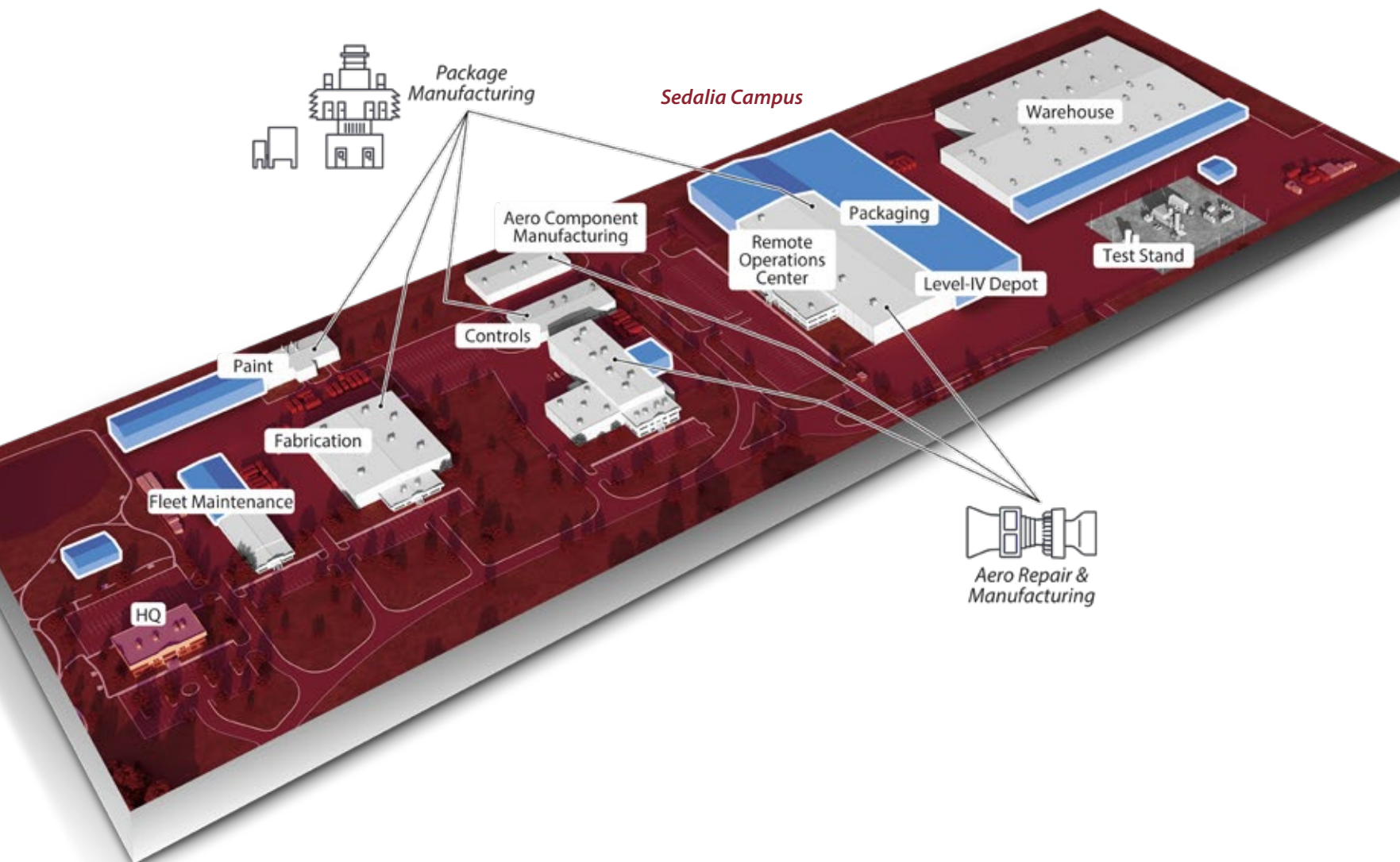


*LM6000 and LM2500 are registered trademarks of GE Vernova.



Our Physical Infrastructure

PROENERGY innovates from a global network of centers for aeroderivative excellence. Recent investments have enabled us to expand service infrastructure and establish designated locations for manufacturing, engineering, and lifecycle care.



Sedalia, Missouri
*Center of Excellence
for Manufacturing*

A world-class investment in fast-start power, with 600,000 sq. ft of service capacity under roof. It hosts our R&D and equipment manufacturing programs, performs full-speed, full-load engine testing, and houses a \$200 million parts inventory. In 2025, we began an expansion affecting nearly every building.

Houston, Texas
*Center of Excellence
for Lifecycle Care*

A full-service depot for aeroderivative engines and home to our major overhaul guarantee of 120 days or less. In 2025, the roughly 500,000 sq. ft facility effectively doubled the previous capacity for our turbine overhaul and part repair processes. Whereas competitors refurbish engines by sending parts all over the world, we execute our overhaul and part repair processes under one roof.

Leawood, Kansas
*Center of Excellence
for Engineering*

A comprehensive, in-house engineering function. In 2025, we opened this dedicated center focused on both the constructability and operability of turnkey projects. The team encompasses multiple disciplines, including structural, civil, electrical, and controls, supported by capabilities in drafting, design, and document control.

Worldwide
Service Centers

Local service expertise near our customers. In 2025, we opened our newest service center in Phoenix, Arizona. In addition to our service center in Buenos Aires, Argentina, our expansion plans include East Asia, Australia, Western Europe, and New Brunswick, Canada.

Our Digital Infrastructure

With the new ERP system, PROENERGY is building a modern technological backbone that transforms our work.

Launched in 2025, our ERP program creates a single, integrated platform for core business processes. The implementation will help us achieve greater efficiency to advance sustainability efforts. Disparate software systems and offline documents will be replaced with connected processes and enhanced visibility.

When complete, the ERP will improve the tracking of data, accuracy of information, and transparency of reports and performance metrics. In addition, the ERP will optimize our planning and production process to drive alignment between supply and demand. This optimization will, in turn, reduce the potential for overproduction and create opportunities to reduce electricity and fuel usage, waste, and carbon emissions.

Key benefits

Environmental

Streamlined systems increase efficiency for enhanced sustainability efforts.

Improves alignment between planning and production

Optimizes data tracking and accuracy to hit targets

Automates monitoring and reporting for regulatory requirements

Social

Unified processes support our people and productivity for sustained growth.

Enables employees to perform quality, consistent work

Opens job opportunities for high-skill careers

Supports suppliers and partners with accurate, timely information

Governance

Modern technology improves reporting integrity and transparency.

Strengthens data and financial governance

Structures vendor selection and oversight

Improves cybersecurity and risk management

Formalizes the process for operational changes

Our ERP system roadmap

2025

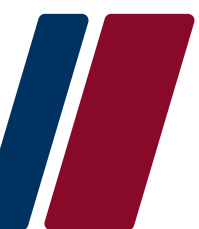
Identify and map processes

2026

Execute implementation

2027

Sustain and optimize



ESG Commitment

PROENERGY is committed to doing the right thing as a steward of the environment, a member of the communities where we work, and a global power-solutions provider.

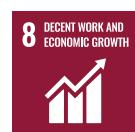
Our ESG program is administered under the authority of the Board of Directors. The SVP Compliance Sustainability and Chief Compliance Officer drives the ESG strategy with direct reporting responsibility to the CEO.*

The program focuses on three strategic pillars and aligns with the United Nations Sustainable Development Goals (UN SDGs), a blueprint for a peaceful, prosperous world. Of the 17 SDGs, our materiality assessment concluded that the PROENERGY business has the greatest impact on the six below. Last year, we updated the assessment, and we commit to revisiting it in the future.

PROENERGY commits to...

- developing innovative solutions, reducing our environmental footprint, enhancing energy security, and accelerating the energy transition. We work continuously to assess, monitor, and reduce our impact on the planet.
- empowering people to enhance their safety, well-being, and economic prosperity. We promote diversity and inclusion, respect human rights, and create prosperity for our employees, customers, suppliers, contractors, and the communities in which we live and work.
- sustaining a culture of integrity and accountability. We are dedicated to ethical business practices and equitable compensation. We are also committed to implement risk-based policies, procedures, and controls that drive transparency, responsible decisions, and responsible earning.
- driving improvements year on year by measuring and reporting our progress to internal and external stakeholders.

PROENERGY Sustainability Pillars and UN SDGs



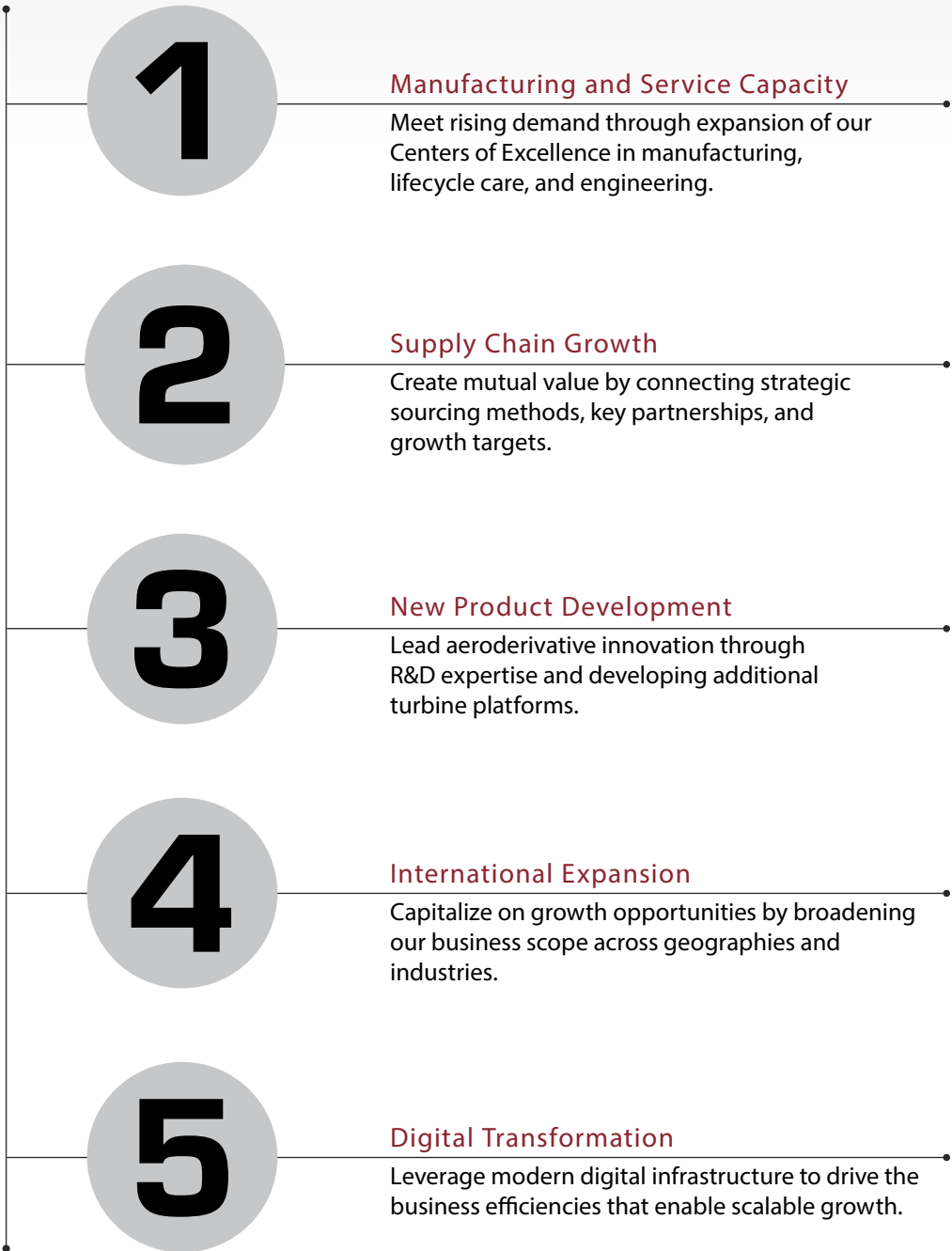
*Refer to the Governance section, page 60, for more information on our performance structure.





Business Strategic Focus

WE PRIORITIZE
THE FOLLOWING ACTIONS:



ESG Indicators

ENVIRONMENTAL

- Carbon emission (Scopes 1, 2, and 3)
- Sulfur dioxide (SO₂), nitrogen oxides (NO_x), and particulate matter (PM) emissions from power plants
- Recycled volumes of paper, plastic, and metal
- Recycled volumes of batteries, electronics, light bulbs, used oil, etc.
- Recycled and generated volumes of hazardous waste
- Number of environmental audits / assessments
- Environmental notices of violation
- Environmental spills reported
- Vehicle fleet information (miles driven, fuel, number of leased / owned)
- Electricity consumption
- Natural gas consumption
- Liquid propane consumption
- Water consumption

SOCIAL

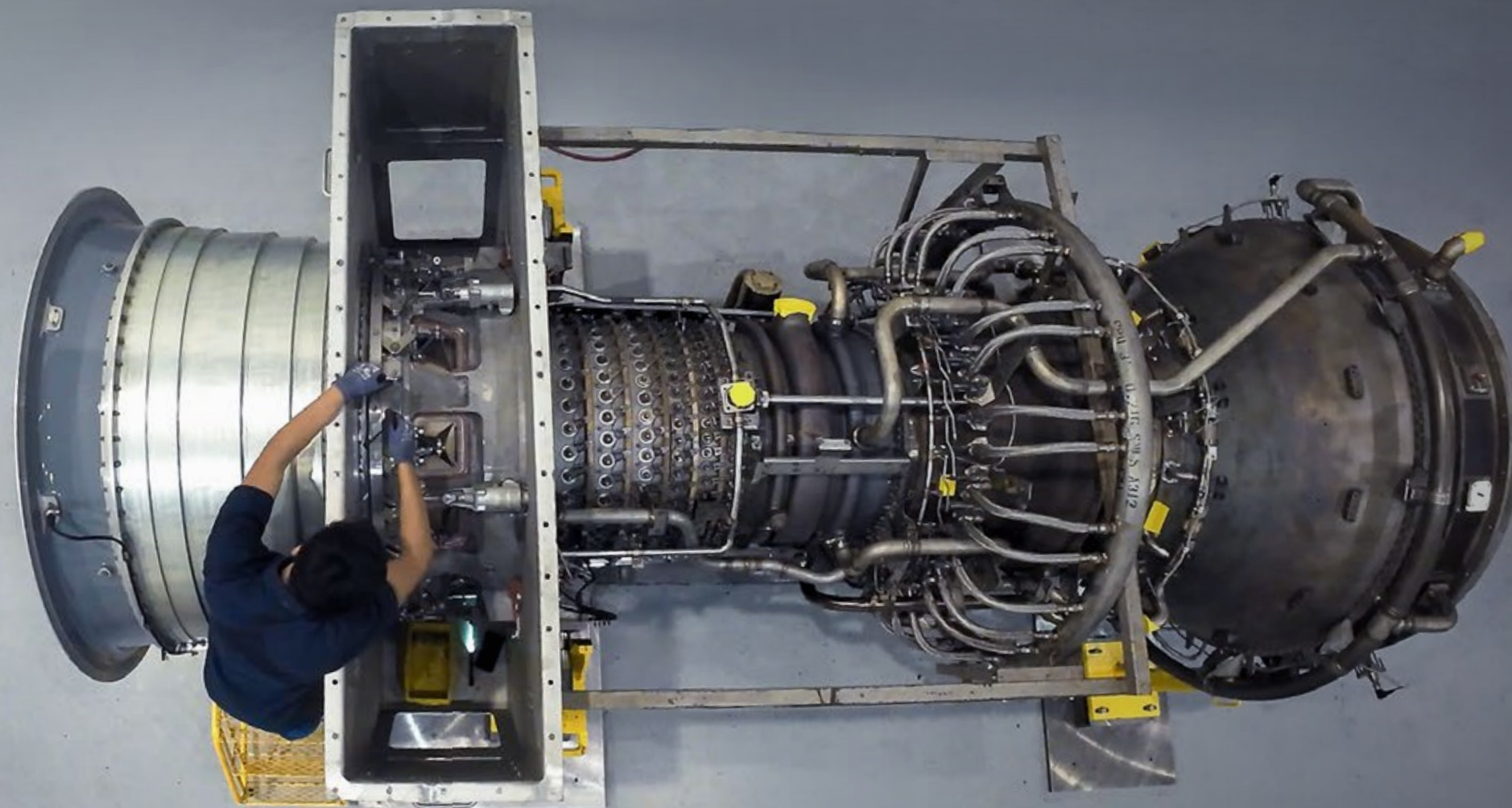
- Number of employee social engagement events with summaries
- Number of community outreach events with summaries
- Number of charity drives and total donations with summaries
- Number of safety audits / assessments
- Safety statistics: Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR)
- Employee headcount with demographic data (age, gender, and racial mix)
- Summer interns
- Scholarships
- Third-party supplier spend
- Total training events
- Summary of investments / partnerships in new countries

GOVERNANCE

- Percentage completion of ethics training
- Agents count / reduction
- Number of ethics-related executive communications
- Number of ethics investigations
- Actions taken to strengthen compliance and risk management

2025 Highlights

PROENERGY is delivering the next era of fast-start power. To the right are key achievements in our journey.



Our Operations

Infrastructure Expansion. With a \$1 billion investment to serve the global market, we began expanding our Sedalia campus and opened three new locations, including the Kansas City engineering center, the Houston lifecycle care center, and the Phoenix service center. Learn more on pages 14–15.

Enterprise Resource Planning (ERP). One digital ecosystem is in development to connect different corporate applications for benefits across all ESG pillars. Learn more on pages 16–17.

Scope 3 Emissions. Our company now reports on indirect carbon emissions after conducting a materiality analysis and receiving third-party validation. Learn more on pages 26–27.

75th Package Shipped. We commemorated a manufacturing milestone and celebrated future commitments for delivery. Learn more on pages 48–49.

Divestiture to CPS Energy. The sale of four PROENERGY power-generation facilities enables the public utility to strengthen reliability and affordability. Learn more on pages 30 and 54.

900+ Employees. Our workforce increased in 2025 through hiring a majority of leadership locally and growing our workforce strategically. Learn more on pages 62–63.

Our Solutions

Manufactured Equipment

1 GW Booked. Our company announced two datacenter contracts for manufactured equipment in 2025, with additional sales secured in 2026.

PE6000 Aero-derivative Engine. We are now quantifying the carbon emissions avoided as a result of our gas turbine manufacturing process, which repurposes aircraft engines. Learn more on pages 28–29.

SSS Clutch Package. A new technology offer for PROENERGY, a synchronous condenser enables a plant to supply grid-firming support when not generating thermal power. Learn more on page 32.

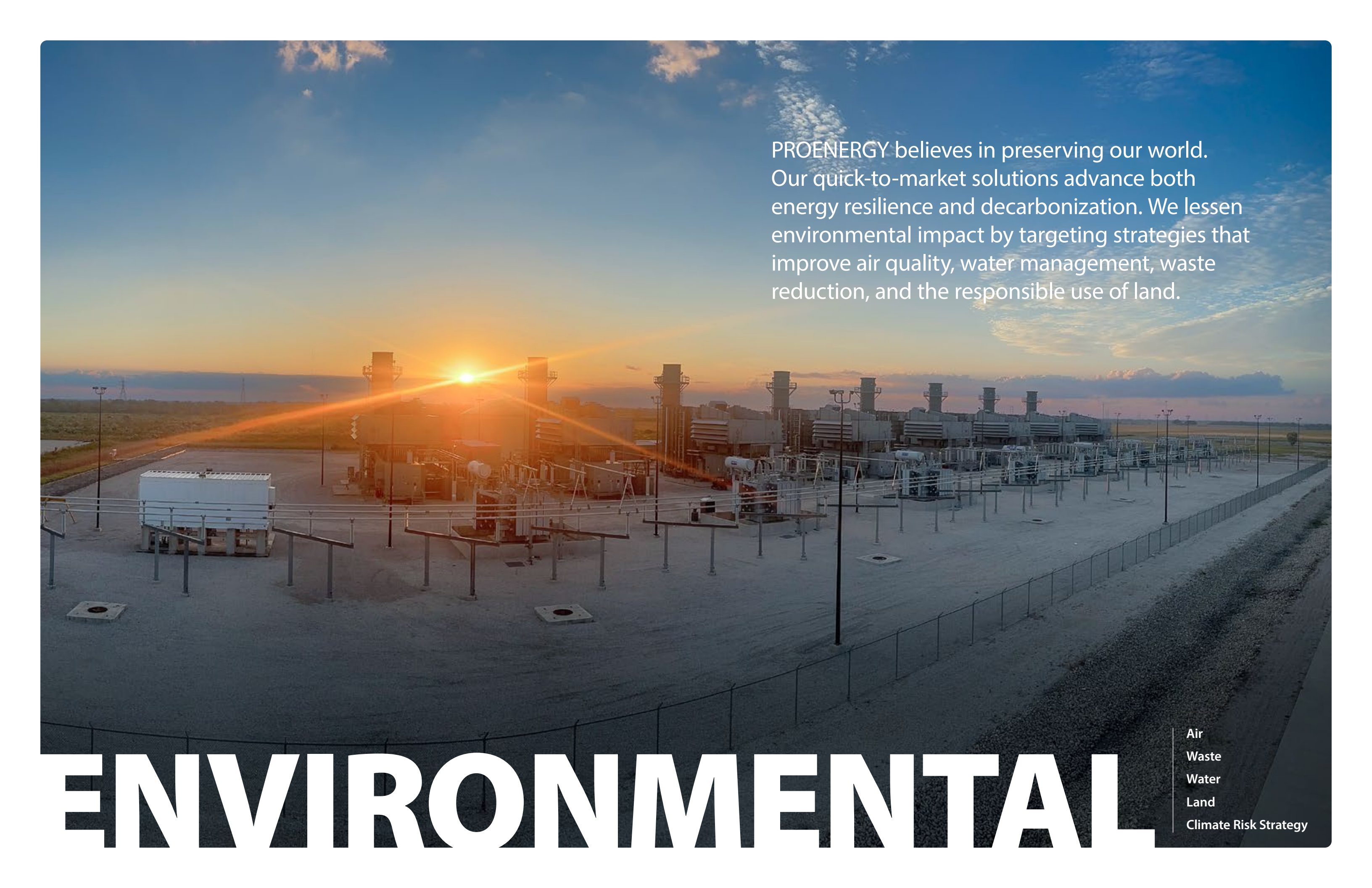
Hydraulic Power Augmentation. This innovation supports the responsible use of water to increase output by up to 3 MW per engine. Learn more on page 38.

Turnkey Projects

800 MW Booked. Our company announced three turnkey projects, including one with a power purchase agreement.

Lifecycle Care

99 Percent On-Time Delivery. Our aero-derivative depot maintained its record for timely major services. Learn more on pages 28–29.



PROENERGY believes in preserving our world. Our quick-to-market solutions advance both energy resilience and decarbonization. We lessen environmental impact by targeting strategies that improve air quality, water management, waste reduction, and the responsible use of land.

ENVIRONMENTAL

Air
Waste
Water
Land
Climate Risk Strategy

Air

As our business grows, we remain mindful of our impact on air quality and our carbon footprint.

PROENERGY monitors carbon emissions and hydrocarbon usage. For 2025, we continue coverage of Scope 1 and 2 emissions and introduce Scope 3 emissions.

Carbon Emissions

Our Scope 1 emissions decreased while our Scope 2 emissions stayed in line with 2024 totals. Year-over-year electricity usage also remained consistent. Electricity consumption rose in Houston due to the addition of a location and the increase in service capacity; however, it was offset by divesting four power plants.

Calculation of Scope 1 and 2 Emissions

Scope 1 Emissions. These carbon emissions come from sources directly owned by PROENERGY to include plant operations and fleet vehicles. Actual operations for the generating fleet are measured; assumed and non-measurable trace emissions are not included. For Scope 1, carbon emissions are calculated using factors from Table C-1 to Subpart C of 40 CFR Part 98, and from Table 2 of “EPA Emission Factors for Greenhouse Gas Inventories.”

Carbon Footprint (CO ₂ in short tons)			
	2025	2024	2023
Sedalia Campus	5,941	6,227	6,984
Houston Campus	757	416	361
Generating Fleet	1,074,007 <i>2,400 to 768 MW</i>	1,596,267 <i>2,400 MW</i>	1,077,972 <i>1,920 MW</i>
Total	1,080,705	1,602,910	1,085,318



Assessment of Scope 3 Emissions

In 2025, we conducted a Scope 3 materiality analysis to measure our indirect carbon emissions upstream and downstream of our business. The scope includes quantifying carbon emissions associated with making the raw material, equipment, and services we buy from suppliers, as well as those from the products and services we sell to our customers.

As part of the materiality analysis, we quantify and report on Scope 3 emissions for all 15 categories. Of these 15 categories, 10 are identified as material to PROENERGY, with the remaining five being negligible or not applicable. The majority of our carbon emissions, approximately 98.45 percent, are associated with the use of sold products.

A third-party ESG advisory firm reviewed and validated the calculation methodology to ensure accuracy and consistency with applicable greenhouse gas reporting protocols. Given this materiality, it is our intention that we will only report Scope 3 emissions for the one category—use of sold products—starting in 2026. However, the materiality analysis will be updated every three years to revalidate the calculations and make any necessary reporting adjustments.

Carbon Emissions (CO ₂ in short tons)			
	2025	2024	2023
Scope 1 Direct Emissions	1,068,637	1,591,317	1,075,555*
Scope 2 Indirect Emissions	12,068	11,593	9,763
Scope 3 Indirect Emissions in Value Chain	50,592,971	—	—
<i>*Corrected from a prior year due to rounding errors.</i>			

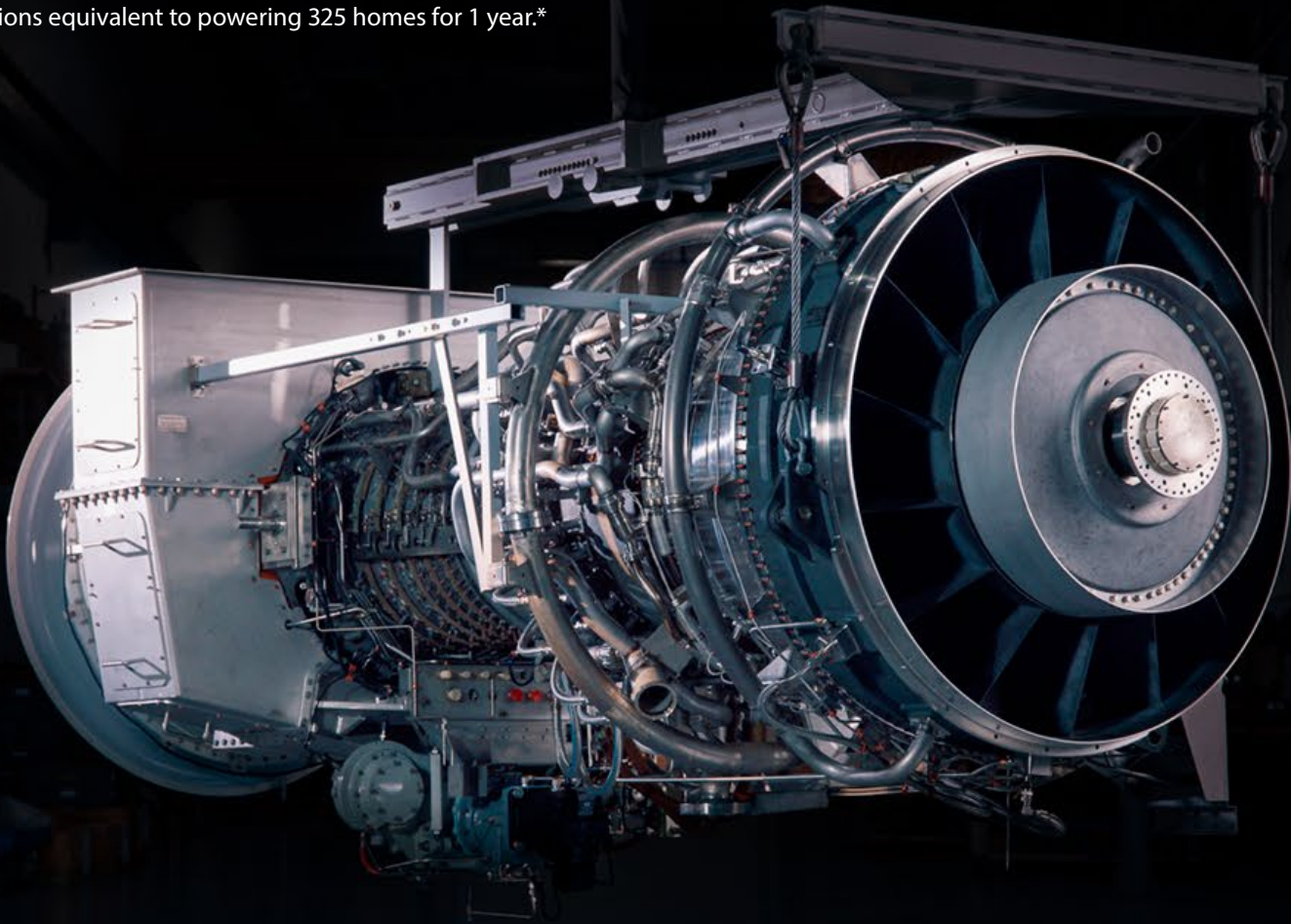
Scope 3 Materiality Analysis				
	Short Tons CO ₂	Materiality %	Operational Boundary	Methodology
Category 1 - Purchased Goods & Services	123,371.7	0.244%	Applicable	Spend
Category 2 - Capital Goods	8,649.8	0.017%	Applicable	Spend
Category 3 - Fuel & Energy-Related Activities	189,764.3	0.375%	Applicable	Activity
Category 4 - Upstream Transportation & Distribution	18,530.7	0.037%	Applicable	Spend
Category 5 - Waste Generated in Operations	833.9	0.002%	Applicable	Activity
Category 6 - Employee Business Travel	1,136.8	0.002%	Applicable	Activity
Category 7 - Employee Commuting & Remote Workers	1,901.7	0.004%	Applicable	Activity
Category 8 - Upstream Leased Assets	—	0.000%	Immaterial	—
Category 9 - Downstream Transportation & Distribution	18,530.7	0.037%	Applicable	Spend
Category 10 - Processing of Sold Products	—	0.000%	Not Applicable	—
Category 11 - Use of Sold Products	49,810,915.8	98.454%	Applicable	Spend
Category 12 - End-of-Life Treatment of Sold Products	—	0.000%	Not Applicable	—
Category 13 - Downstream Leased Assets	419,335.6	0.829%	Applicable	Spend
Category 14 - Franchises	—	0.000%	Not Applicable	—
Category 15 - Investments	—	0.000%	Not Applicable	—
TOTAL	50,592,971.1			

Emissions Avoidance Programs

When manufacturing new engines or overhauling gas turbines, PROENERGY prioritizes strategies to repurpose usable parts and components.

PE6000 Aero derivative Engine. In 2025, PROENERGY continued to ramp up production of the PE6000 aero derivative engine, which will continue into 2026 and beyond. Our current process repurposes an aircraft engine core for dispatchable power generation. Leveraging in-house overhaul capabilities, we repair the engine and match it to new PROENERGY-manufactured aero derivative parts to produce a 50-MW turbine.

Compared to producing new engines with all virgin materials, these efforts in 2025 avoided carbon emissions equal to 2,664 short tons of CO₂ equivalent. The PE6000 manufacturing process reduced carbon emissions equivalent to powering 325 homes for 1 year.*



Condition-Based Maintenance. PROENERGY uses condition-based maintenance strategies to repair and overhaul all PE6000, LM6000, and LM2500 turbines. These strategies—which include assessing the serviceability of each part and then dispositioning for re-use or repair—reduce waste and aid in the resilience of the global fleet.

During 2025, our depots serviced or overhauled dozens of these gas turbines. Condition-based major overhauls avoided carbon emissions from both making superalloy steel and from manufacturing and machining parts and components. Delivering like-new, refurbished engines as part of our solutions saved roughly 8,301 short tons of CO₂e.

*Based on the Greenhouse Gas Equivalencies Calculator:
<https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>



“The power of one is when we work together as one team to redefine our entire organization and create a new, better future for all of us.”

— John Spilker, SVP Operations



Hydrocarbon Usage

The charts break out information on hydrocarbon usage by our Sedalia headquarters, Houston campuses, and generating fleet.

The Sedalia campus reported a decrease in natural gas usage due to fewer and shorter engine performance tests at the onsite string-test facility. The Houston campus reported an increase in the use of gasoline and diesel due to office construction and relocations.

Our generating fleet indicated a significant drop in diesel and gasoline usage, attributable to the completion of plant construction. Fleet emissions and hydrocarbon usage also decreased as a result of divesting four facilities on September 2025. The operations emitted zero ozone-depleting substances.

Data for rental, stipend, and personal vehicles across all locations is listed under the Sedalia campus. Personal and rental vehicles have hydrocarbon usage based on mileage and typical fuel efficiency. Fleet vehicles have hydrocarbon usage based on tracked miles, rather than data from high-mileage automobiles and other estimates as in past years, for greater accuracy.

Calculation of Other Emissions

PROENERGY also measures and tracks other air pollutants and particulate matter. These emissions are all associated with turbine-powered electricity generation. NO_x and CO are directly measured using continuous emissions monitoring systems installed on all power generation units. Volatile organic compounds (VOC) and PM₁₀ emissions are calculated using a short-term emission test to create a representative annual total based on turbine configuration and location. SO₂ is calculated based on sulfur content in the fuel.

Hydrocarbon Usage Sedalia Campus			
	2025	2024	2023
Natural Gas (CCF)	210,540	310,562	375,521
Gasoline (gal)	2,920	3,209	2,872
Diesel (gal)	9,336	6,837	8,030
Propane (lb)	6,407	5,139	4,405
Gas Fleet Vehicles (gal)	4,999	4,735	5,261
Diesel Fleet Vehicles (gal)	617	302	336
Rental and Personal Vehicles (gal)	14,097*	34,965	27,012

*One rental agency provided specific greenhouse gas emissions rather than mileage and fuel data. Year-over-year, carbon emissions are actually higher by a nominal 63 CO₂ metric tons although gallons seem to be lower.

Hydrocarbon Usage Houston Campus			
	2025	2024	2023
Natural Gas (CCF)	0	0	0
Gasoline (gal)	250	0	0
Diesel (gal)	895	0	174
Propane (lb)	0	0	0
Gas Fleet Vehicles (gal)	8,162	6,587	7,319
Diesel Fleet Vehicles (gal)	0	0	0

Hydrocarbon Usage Generating Fleet			
	2025	2024	2023
Natural Gas (BCF)	17.6	26.1	19.7
Gasoline (gal)	0	6,122	5,796
Diesel (gal)	4,421	89,141	84,591
Propane (lb)	0	0	0
Gas Fleet Vehicles (gal)	0	0	0
Diesel Fleet Vehicles (gal)	0	0	0

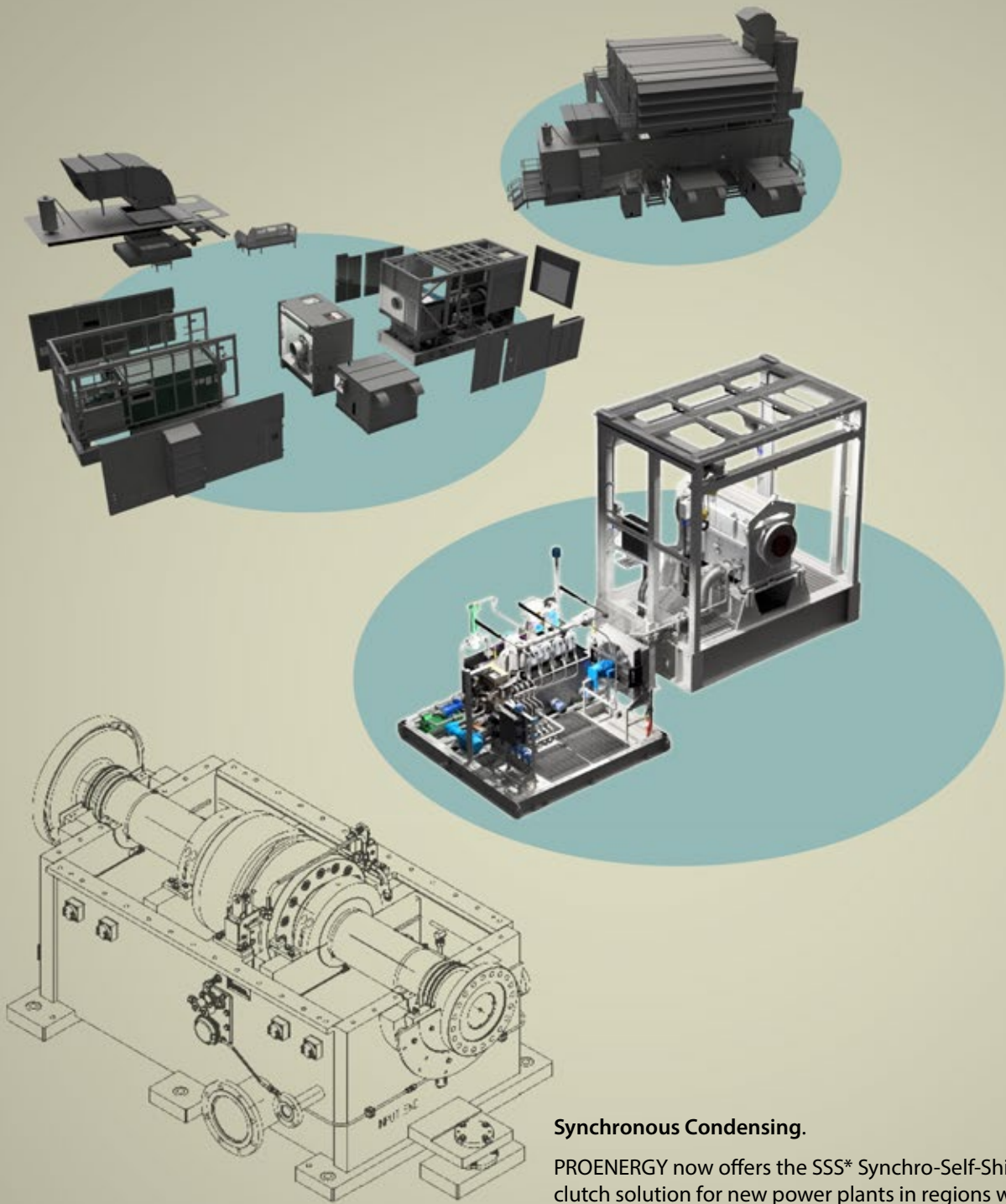
*This ESG report makes a correction to natural gas usage for our generating facilities, now all reported in BCF.

Generating Fleet Emissions (short tons)			
	2025	2024	2023
	2,400 to 768 MW	2,400 MW	1,920 MW
NO _x	112.9	173.5	118.6
SO ₂	5.56	8.0	5.5
VOC	16.2	24.2	19.9
PM ₁₀	45.2	68.4	45.3
Carbon Emissions Intensity	1.7	1.7	1.7

Generating Fleet Performance			
	2025	2024	2023
	2,400 MW	2,400 MW	1,920 MW
# of Starts	10,392	11,026	7,484
Start Reliability	99.5%	99.0%	98.9%
Net Generation (MWh)	2,278,218	2,716,646	1,855,759
EAF (availability)	87.6%	94.3%	97.3%
EFORd	10.56%	5.5%	2.8%

*Performance data for 2025 includes the plants sold to CPS Energy, which PROENERGY designed, built, and continues to operate under a long-term agreement.





Synchronous Condensing.
PROENERGY now offers the SSS* Synchro-Self-Shifting clutch solution for new power plants in regions with high renewable penetration. This technology enables facilities to operate generators as synchronous condensers when not producing thermal power—providing critical grid-firming support. Early adoption demonstrates significant impact, with one Canadian customer projected to operate without fuel up to 85 percent of the time.

*SSS is a registered trademark of SSS Gears Limited.

Waste

PROENERGY minimizes adverse impacts through efficient use, reuse, and recycling of resources.

Operations
Our recycling efforts in 2025 increased metal volumes by more than sevenfold, attributable to a ramp up in production. Going forward, we have partnered with Wisdom Environmental Inc. to quantify machine byproducts, solid scrap, and steel. This approach will help to offset disposal and shipping costs, with a goal of net zero for process waste removal.

High-Value Alloys. Our material volumes remained consistent on a yearly basis in 2025. In addition to large component scrap, we will collect machining chips and shavings in 2026 for Wisdom to quantify load-by-load and process.

Blast Media. In recent years, a portion of our blast media has been extracted and sold for reuse. In 2026, we aim to divert 100 percent of this material from landfills and purchase less new product. Our recaptured media has large enough grit size for reuse, with the remaining dust supplied as filler for concrete highway barriers.

Aluminum. This year, we add quantification of recycled aluminum, which amounts to 4,803 lb, or 2.4 tons, of scrap.



Shop Recycling Total Volume (short tons)			
	2025	2024	2023
Steel	1,575	177	380
Stainless	48.5	26.5	6.9
Copper	12.5	5.6	0.4
High-Value Alloys	12.5	12.6	0
Aluminum	2.4	—	—
Total	1,650.9	221.7	387.3



In addition to metal recycling, Sedalia continued multiple industrial waste initiatives with a huge volume of wood recycling.

LED Lighting. Converting fluorescent bulbs to efficient LED lighting helps to reduce our electricity usage. In Sedalia, we achieved 100 percent conversion in our shops and 50 percent in our offices.

Paint. Increasing production of power blocks, anti-icing units, line-side cubicle sets, and winterization enclosures caused our paint purchases to grow by roughly 1,500 gal. However, we accumulated just 425 lb more nonhazardous paint waste due to optimal use of our plural paint system and BECCA recapture system.

Solvents. Using our BECCA solvent recapture unit, we reclaimed 40 percent of solvent and repurposed it as a cleaner. This action averted 372 gal of the 930 gal purchased from our hazardous waste stream.

Batteries. In line with 2024, we recycled approximately 80 lb of batteries to help protect the environment from hazardous materials and recover valuable metals.

Wood. Partnering with a local agent, we recycled 13 tons of pallets, crating, and assorted dunnage.

Environmental Regulatory Reporting

PROENERGY complies with applicable environmental regulations and submits data across air emissions, water discharges, and waste management.

Environmental Regulatory Reporting			
Type	Amount		
	2025	2024	2023
Environmental notices of violation (NOVs)	0	4	3
Environmental audits / assessments	3 [†]	2	1
Environmental spills	0	0	0

[†]The company selects sites based on risk factors; therefore, a rotation of assessments occurs. For 2025, a formal program completed three audits of waste management practices and air quality compliance.

Office

PROENERGY manages office recycling through our employee-led IGNITE (Ignite, Grow, Nurture, Influence, Transform, Empower) Team. While our Sedalia and Houston campuses have ongoing programs, our new Kansas City office started recycling paper and plastic without formal quantification.

Paper. All our campuses recycle paper, with Sedalia and Houston tracking a significant increase due to growing workloads and administrative tasks. According to our recycling partner, the paper savings equates to 74 more trees than in 2024.

Aluminum. The Sedalia campus donated nine bags of cans to local Boy Scouts, which reduced waste while supporting troop fundraising efforts.

Plastic. Installed at all office locations, our filtered water machines enable employees to reduce single-use plastic by refilling their own containers. At one Houston office, smart dispensers counted elimination of approximately 2,500 bottles in 2025.

Office Recycling Total Volume (lb)			
	2025	2024	2023
Houston Campuses			
Metal, Plastic, Paper, and Cardboard	3,080	938	917
Sedalia Campus			
Paper	8,437	2,596	2,101
Total	11,517	3,534	3,018

Paper recycling in Sedalia and Houston saved*



11.3

Barrels of Oil



17

Cubic Yards of Landfill



105

Trees



39,640

Gallons of Water

*Estimated totals provided by Shred-It

Water

PROENERGY protects water quality and innovates ways to use this natural resource responsibly.

In 2025, we finalized an R&D initiative to augment power output, especially in hot weather, through responsible use of water. We also started an effort to reduce wastewater discharge for the plants we own and operate.

Hydraulic Power Augmentation (HPA). A direct replacement for water-spray injection, our HPA increases power output up to 3 MW per engine. The technology reclaims the 350-kW parasitic power loss from 8th stage compressor bleed air for atomization. It also leverages a unique, two-stage injection process to boost power output when needed most. Commercialization began in 2026.

Wastewater Discharge. We initiated a multi-year wastewater discharge evaluation to assess strategies that reduce both volume and impact of discharge hauled offsite.



Water Usage (million gallons)	2025	2024	2023
Sedalia Campus	8.0	10.7	9.7
Houston Campus	0.2	0.1	—
Generating Fleet	201.5 <i>2,400 to 768 MW</i>	324.9 <i>2,400 MW</i>	222.0 <i>1,920 MW</i>
Total	209.7	335.7	240.1

Land

Our plant designs maximize megawatts per acre.

PROENERGY leads the industry in terms of energy density using a compact, standardized plant design. In 2025, our crews commissioned one generating station site with two units alongside ongoing work for six other sites. The all-time energy-density for our projects averages 44.0 MW/acre.

All PROENERGY developments include an environmental assessment to investigate environmental impacts, water resources, and biodiversity. This preliminary step ensures that we respect protected areas and comply with all applicable laws.



44.0 MW

ACRE

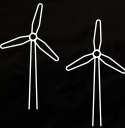
Average Energy Density for Turnkey Projects With Complete BOP



0.5 MW

ACRE

Average Solar Energy Density



0.03 MW

ACRE

Average Wind Energy Density

Climate Risk and Asset Resilience Strategy

The PROENERGY climate strategy reflects a dual emphasis on strengthening system resilience in the near term and transitioning to lower-carbon energy in the long term. Our company supports this strategy through governance structures, operational risk management practices, and technology investment.

Governance

PROENERGY integrates climate considerations into governance and oversight structures through compliance programs, R&D programs, operations and maintenance leadership, and ESG planning.

We maintain a robust regulatory compliance program to monitor emerging climate-related regulations, carbon-related policies, power generation reliability standards, and cybersecurity controls. We also participate in industry and policy forums to anticipate changes that impact the design, operation, or maintenance of our assets.

Our ESG team aligns the organization on sustainability priorities, including transparency, environmental stewardship, safe execution, responsible business practices, and social value creation. This cross-functional structure supports the assessment of climate-related risks and opportunities alongside operational and strategic decisions.

Positioning

PROENERGY is a critical enabler of the energy transition. Our reliable, dispatchable power solutions complement the rapid growth of renewable energy. We leverage significant PE6000 gas turbine manufacturing capacity along with a global services network to serve a diverse customer base that includes utilities, municipalities, and data centers. Engineered for resilience, rapid deployment, and fast-start operation in both peaking and base-load applications, PROENERGY solutions are a stabilizing force within the modern energy ecosystem, providing reliable power generation during periods of high demand or supply disruption often caused by extreme climate conditions.

Strategy

PROENERGY directly experienced climate-related risk in 2021 during Storm Uri, a severe winter event that disrupted the Texas grid and left millions without power. During this unprecedented event, the company’s 300-MW generation facility in Houston remained operational because of proactive winterization protocols and contingency planning. This experience reinforced the importance of resilience in asset design, operational readiness, and emergency preparedness, and has since informed the company strategy in identifying, assessing, and managing both physical and transition-related climate risks.

Our near-term resilience strategy utilizes a systematic process for tracking and monitoring real-time plant operational data, equipment failures, root causes, and corrective measures. These insights are integrated into plant design, maintenance regimes, and standard operating procedures to optimize asset performance and availability. Our long-term transition readiness is guided by advancing R&D initiatives that enable long-term adaptation. This includes investment in alternative fuels, technologies, and flexible plant design. The modular configuration allows for potential relocation and integration of future technologies, which supports adaptability in evolving energy markets.

Our regulatory compliance program continuously tracks emerging reliability, resilience, and cybersecurity regulations. We also maintain a rigorous safety program and an ESG program to drive transparency, responsible business practices, social value creation, and environmental stewardship across all operations.

Approach

PROENERGY takes a systematic, practical approach to identifying, assessing, and managing both physical and transition climate risks.

Physical Risk Management

- **Extreme Weather (Temperature)**

PROENERGY implements a Cold Weather Operation Plan (CWOP), which includes procedures, training, and annual readiness reviews that ensure operational integrity. Compliance with regulatory requirements, including those set by the North American Energy Reliability Council, further strengthens seasonal preparedness across both winter and summer conditions.

Operational enhancements include proprietary anti-icing solutions for freezing weather and inlet fogging and wet compression systems to support performance during hot temperatures.

- **Flooding, Wind, and Site-Specific**

Climate risk assessments are integrated into project development through environmental, hydrological, and geotechnical studies. PROENERGY equipment and facilities meet rigorous engineering standards, including American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE) upper limits to provide sufficient support against wind and seismic resilience. Additional mitigation measures include insurance coverage and the installation of tornado shelters in high-risk areas.

- **Operational Resilience**

PROENERGY assets are designed for rapid response and recovery. The PE6000 engine can reach full output in 5 minutes, supporting grid stability during emergencies. Preventative maintenance programs leverage continuous monitoring and data analysis to optimize performance, reduce unplanned outages, and extend the life of equipment. As both equipment manufacturer and service provider, PROENERGY serves the global fleet with a comprehensive spares inventory and global field services teams. We further enhance operational redundancy through two remote operation centers in addition to formal emergency response plans and cybersecurity programs.

Transition Risk Management

PROENERGY addresses transition risks associated with evolving energy policies, market dynamics, and decarbonization trends.

- **Policy and Legal**

PROENERGY monitors regulatory developments, including carbon-related policies, and engages in industry discussions to anticipate and respond to changes.

- **Technology and Market**

PROENERGY continues to assess pathways to integrate hydrogen technology into its long-term strategy, though progress is influenced by market readiness and policy conditions. PROENERGY has invested more than \$20 million in R&D, and development, including a hydrogen-capable test facility in Sedalia, Missouri. Current capabilities allow operation on blended fuel containing up to 30-percent hydrogen, with ongoing research targeting higher blending rates. In addition, PROENERGY has multiple R&D projects to optimize water consumption and further improve the operational flexibility of our gas turbines.

- **Reputational and Market Alignment**

The PROENERGY business model supports grid resilience with emphasis on operational flexibility, cost efficiency, and potential to displace higher-emitting fuel oil and coal generation. Vertical integration supports competitive installation costs, while modular plant designs allow relocation and repurposing of assets to adapt to changing market needs. Facilities are also designed to accommodate battery storage technologies.

Metrics and Targets

PROENERGY operational and performance metrics support the management of climate-related risks and opportunities in addition to assessment of operational resilience, efficiency, and alignment with evolving energy transition pathways.

- Monitor turbine performance and operating data to guide design, maintenance planning, and reliability.
- Implement an annual review and update of cold-weather and seasonal readiness programs.
- Deploy risk-mitigation measures for site-specific conditions, which include infrastructure design, hurricane or tornado shelters, and emergency response capabilities.
- Invest in hydrogen research and water optimization projects, and progression of hydrogen-blending capabilities in turbine technology.

Summary Statement

The PROENERGY approach to climate risk reflects a dual focus on resilience and transition. By combining operational reliability with forward-looking investments in emerging technologies, PROENERGY supports energy system stability while preparing for a lower-carbon future. Through disciplined risk management, regulatory engagement, and continuous innovation, PROENERGY delivers long-term value while contributing to the evolving energy landscape.

Footnote: This climate risk and asset resilience analysis generally aligns with the International Sustainability Standards Board (ISSB) IFRS S2.



PROENERGY aspires to be an engine for good. We care about our people and the world we share. While we scale our business and achieve greater success, we take action to uplift employees in our company, peers in our industry, and neighbors in our global community.

SOCIAL

- Safety
- Workforce
- Talent
- Community
- Suppliers
- Economies

Safety

PROENERGY keeps safety at the forefront for employees, contractors, customers, and visitors.

Even as we add headcount and increase labor hours, our safety metrics from 2024 to 2025 remain world-class, demonstrated by achieving an EMR of 0.48. We onboarded 240 new employees, all of whom participated in initial safety orientations. Operational staff received additional job-related, in-depth safety courses. Further, we provided safety orientations for site-specific hazards to include working in areas with remote access, desert heat, dust storms, or tornadoes.

A dedicated manager maintains the safety program at every location while Emergency Response Teams (ERT) in Sedalia and Houston locations help with urgent needs. Trained in CPR, AED, and first aid, these onsite team members refresh their injury response skills quarterly.

Because safety is of paramount importance, we always communicate our safety statistics to existing and potential customers through sales presentations and our ESG report.

ZERO BY CHOICE.
NOT BY CHANCE.

PROENERGY reinforces a preventative mindset with everyday behaviors, actions, and tools that include nine life-saving rules (LSRs). These guidelines address our highest risk and set clear expectations for 100-percent compliance. In addition, our Stop Work Authority empowers employees to halt operations when they feel unsafe or unsure about conditions.

Health and Safety Metrics

	2025	2024	2023
Total Number of OSHA Recordable Injuries	7	5	7
OSHA Total Recordable Incident Rate (TRIR)	0.72	0.70	1.16
Industry Average*	—	1.90	3.20
Total Number of Lost-Time Injuries	0	0	0
OSHA Lost-Time Incident Rate (LTIR)	0.00	0.00	0.16
Industry Average*	—	0.50	1.10
Total Number of Work-Related Illnesses	0	0	0
OSHA Citations	0	0	0
Experience Modifier Rate (EMR)	0.48	0.55	0.76
Number of Labor Hours Worked	1,952,806	1,438,440	1,207,391
Average Number of Employees	784	590	527
— Data for 2025 not yet available			
* US BLS NAIS Code 333611 – Turbine and Turbine Generator Set Units Manufacturing			
— Data for 2025 not yet available			
* US BLS NAIS Code 333611 – Turbine and Turbine Generator Set Units Manufacturing			

Safety Assessments

	2025	2024	2023
Third-Party Generating Stations	0	0	1
PROENERGY Generating Stations	12	6	9
Sedalia Campus	2	1	1
Houston Shops	2	2	—
Total	16	10	11
— Data not applicable			

LIFE-SAVING RULES

Bypassing Safety Controls

Confined Space

Driving

Energy Isolation

Hot Work

Line of Fire

Safe Mechanical Lifting

Work Authorisation

Working at Height

I CONFIRM THAT MY TEAM AND I CAN FOLLOW THE LIFE-SAVING RULES BEFORE WE START WORK

STOP

STOP WORK
CHECK AND REASSESS

44 / PROENERGY

2025 / 45



Program Highlights

Our Safety and Security Program supports a safety-first culture for everyone through strong systems and clear expectations. For operational employees, we require job-specific personal protective equipment (PPE), including hard hats, footwear, and safety glasses. We also help employees maintain this equipment by providing generous replacement stipends.

Critical Behaviors Campaign. In 2025, we executed two major safety initiatives for eyes and hands protection based on learnings from prior years. We also conducted work-specific training with attention to the Line of Fire LSR for depot and O&M services and to the Bypassing Safety Controls LSR for turnkey projects.

Gloves On. Like the slogan says, this campaign encourages employees to wear appropriate gloves for every task. The physical and chemical protection of this PPE decreased hand-related OSHA recordables from four in 2024 to two in 2025.

Eye Protection. Similar to Gloves On, employees renewed their focus on eye protection. We believe our program is bringing effective attention to eye injury risk.

Lock Out Tag Out (LOTO) Procedural Update. Our EH&S Manager and Director Maintenance implemented new LOTO procedures for 105 pieces of equipment in Sedalia and applied arc flash safety stickers to more than 760 electrical components.

Safety Data Sheet (SDS) Improvement. Our shops have simplified looking up chemicals, printing labels, and refining administration through the Lisam SDS Pro website, made easily accessible through posters with QR codes.

Injury Management Protocol. Employees must immediately report all accidents and injuries to the safety staff regardless of severity. We post our protocol at all O&M and worksites, turnkey projects, and campuses. We also identify preferred medical clinics and offer access to a telehealth line for fixed, long-term work locations.

Operational Improvements

Our employees lead aero innovation to meet industry needs while continually raising our standards.

Warehouse Update. The Sedalia warehouse has a reconfigured layout to make better use of space for segmenting items and receiving shipments. This change enhances efficiency and increases inventory visibility and accuracy. The Houston warehouse is executing the same enhancements in 2026. For more information about our warehouse processes, see page 67 in the Governance section.

Turbine Safety Stand. An engineering employee designed a new engine stand made of steel for protection in case of potential lift failure. He also developed two part jigs for controlled, repeatable bending and marking with minimal repositioning or measuring by hand.

Package Hoist Repair. An eight-member team has designed and tested prototypes in a 2.5-year project. The chosen design has enabled repairing 40 hoists in Sedalia and will be implemented in future builds to enhance hoist safety, improve reliability, and reduce supplier risk.

Workforce

PROENERGY employs a diverse, world-class workforce.

Recognition

In 2025, we honored individuals and teams with Employee Excellence Awards based on monthly voting by peers. Employees also won admission to free, family-friendly entertainment, including tickets to the Rodeo, Texans, and Astros in Houston, and Chiefs, Royals, and Mizzou in Sedalia and Kansas City.

IGNITE Activities. Our internal IGNITE Team builds community. In addition to the 75th Package Parade, they managed two American Red Cross blood drives, electrolyte ice pop deliveries, Halloween family events, Christmas parties, and more.

Doing the Right Thing. Employees Shane Hines Jr. and Nathan Wilcox came to the rescue when an older couple had a large tree fall on their pickup. Wearing PROENERGY uniforms, the two men pulled over without hesitation to free the people inside. Fortunately, no one was injured, and the PROENERGY CEO commended Shane and Nathan for living our core values.



Package Parade

The companywide event acknowledged manufacturing progress.

PROENERGY celebrated a milestone: 75 packages shipped with 75 more packages booked from our Center for Manufacturing Excellence in Sedalia. Employees gathered there as well as in Houston, Kansas City, and Buenos Aires.

Every employee received a custom t-shirt or polo and cap, while hundreds of employees signed the package wrap in person. The livestream in Sedalia broadcast two trucks shipping off the 75th generator and turbine enclosures to their new home at a customer site in Arizona. Afterward, all employees shared a BBQ lunch to honor teamwork and success.



Diversity and Inclusion

Recognizing the strength and competitive advantages in our differences, PROENERGY enlists a diverse mix of talent, which includes veterans, females, and other minorities.

Leadership Training. Following a course preview in 2024, PROENERGY rolled out LifeLabs leadership training, a science-backed quarterly workshop for leaders from senior executives to supervisors. So far, they have learned essential skills for inclusive behaviors, feedback, and coaching. The 2026 plan includes four additional training sessions for managers, and invitations for select individual contributors to participate in one session on productivity and prioritization.

Quarterly Newsletters. The Diversity and Inclusion Council encourages employee feedback and disclosed the results of our first survey. It also shared news on key initiatives, such as the full-time hiring of three ELEVATE apprentices.

Health

PROENERGY supports the physical and mental wellness of our employees. We provide paid time off for regular full-time employees, which exceeds the current requirements of Missouri law, and we significantly contribute to healthcare costs.

Health Fairs. We had more than 350 employees participate in four health fairs, including one virtual and three in-person at our U.S. office locations. Providers came to answer questions, and screenings for heart disease and stroke were made available.

Mail-Order Pharmacy. PROENERGY pays 100 percent of costs for 1,300 generic medications and certain diabetic supplies from Rx 'n Go. Employees and dependents can receive a 90-day supply of medication on auto refill.

Convenient Resources. Three free resources put help at employee fingertips. The Benefits VIP app enables chatting with a guide for a provider, scheduling appointments, and resolving bill and claims issues. The myCigna app offers 24/7 telehealth access to medical doctors, therapists, and psychiatrists with no appointment needed. Starting in 2026, Garner Health offers free concierge healthcare services and can save up to \$2,000 on medical deductibles.

PROENERGY recognizes benefits as essential to the overall work experience and provides a comprehensive package.

- Competitive Base Pay
 - 401(k) Retirement Plan With Company Match
 - Health Insurance: Medical, Dental, Vision, Life & Disability, Critical Illness & Accident
 - Health and Flexible Spending Accounts (HSAs and FSAs)
- Critical Illness, Accident Insurance,
 - Employee Assistance Program
 - Training and Development
 - Paid Time Off (PTO)
 - Paid Holidays

I encourage PROENERGY employees to engage and commit to fostering an environment for our team to operate at its best.

– Chaunta Foster, SVP Human Resources



Employment Metrics



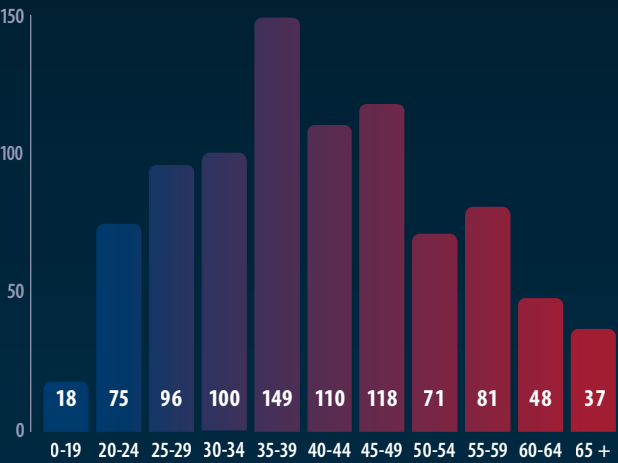
Headcount

10.7% Has 5–10 Years

8.4% Has 10+ Years

Longest Serving Employee 22 Years

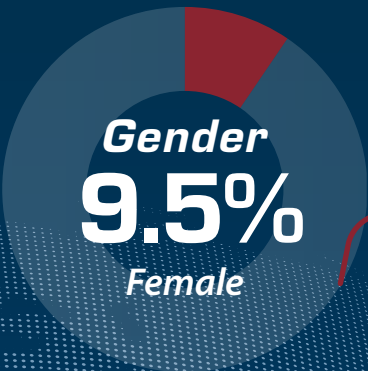
Retention



Age Distribution



Hispanic, Black, Asian, American Indian, or Alaska Native



Compensation

PROENERGY offers above-average compensation and performance-based pay. Our jobs in Sedalia and Houston pay nearly 50 percent more than the local average. Full-time, regular employees have annual performance reviews and salary adjustments to reflect individual merit and market variances.

Bonus Payouts. Salaried employees are eligible for bonuses based on individual achievement and the company’s financial performance. The structure has tiers that range from 10 to 100 percent of yearly pay with an escalation factor. Due to our organization exceeding EBITDA goals in 2025, employees received bonuses early and, in some cases, individuals earned payouts above 100 percent of their target amounts.

Operations Pay Scale Adjustments. In 2025, hourly employees in Sedalia and Houston received incremental pay increases. Employees with two or more years of tenure earned an additional increase for retention, and a select group was given a further amount for performance.

Opportunities

Our roles span technical, administrative, professional, and executive specialties, which may be in-office, hybrid, or remote. In early 2025, Human Resources debuted the Employee Toolbox, a centralized online resource hub to help employees access information on benefits, travel, job openings, and more.

Internal Promotions. Employees can apply for transfers and promotions through an online portal provided they have been in their current role for at least 6 months, are in good standing, and meet the position qualifications.

GRAVITY Referral Program. Started in 2025, this program seeks new applicants through our workforce. A \$1,500 referral incentive is paid to the employee after a new hire completes 6 months of continuous employment without performance or disciplinary issues. The program recruited 18 people in 2025 and is on track to double in 2026.

Talent

As a thought leader in aeroderivative power generation, PROENERGY expertise attracts talent and educates the industry.

We attract the next generation of aero experts by engaging community agencies and local schools at the primary school, trade school, and university levels. In 2025, our company recruited new graduates from a dozen schools.

Early Careers. PROENERGY offers on-the-job learning that can lead to a career. Our initiatives include the two-year ELEVATE Apprentice Program for high school students, which has a 75-percent retention rate for the 2025–2026 program. Our 2025 college internship program included a class of 13, one of whom earned a full-time position as a Systems Engineer.

Training for Employees. The Missouri One Start Training Grant Program awarded PROENERGY \$100,000 to train employees and relocate skilled workers to Missouri. Lessons focused on technical and soft skills, such as robotics for our maintenance employees, National Fire Protection Association (NFPA) 70E safety for electrical-related roles, and coaching for managers.

PROENERGY University for Customers. Our no-cost training for aeroderivative engine users has educated nearly 500 people to date. In 2025, we held three 3.5-day PE6000/LM6000 familiarization sessions for 46 customers and eight employees. At PROENERGY Conference 2026, we hosted multiple 1-day sessions on either the PE6000 / LM6000, LM2500, or SCR and generator. A total of 142 students earned up to 8 hours of professional engineer (PE) credits.

2025 Engagement

Technical/Trade Schools

- Aviation Institute of Maintenance
- State Technical College of Missouri
- Universal Technical Institute

High Schools

- Smith-Cotton High School, Center for Advanced Professional Studies

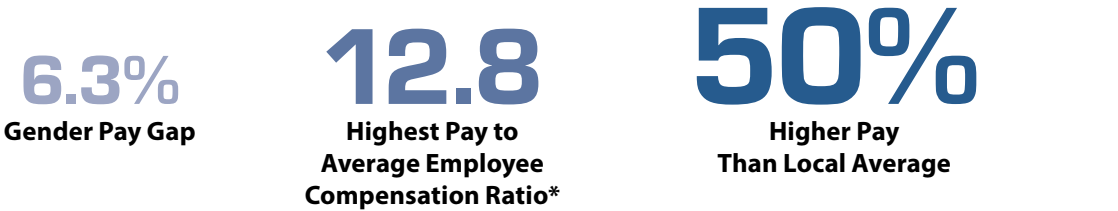
Colleges/Universities

- Embry-Riddle Aeronautical University
- Missouri University of Science and Technology
- State Fair Community College
- University of Central Missouri
- University of Houston, College of Engineering and College of Technology
- University of Missouri, College of Engineering
- University of Missouri-Kansas City

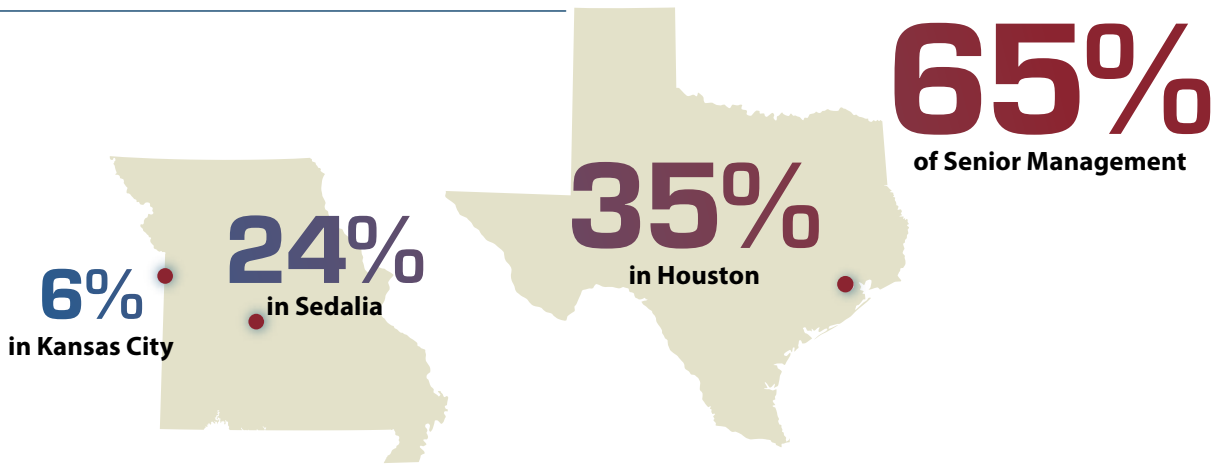
Community

- Missouri Workforce Development

Payment Metrics



Leaders Hired Locally



*The statistic reported as a percentage for 2024 is reported as a proportion for 2025.



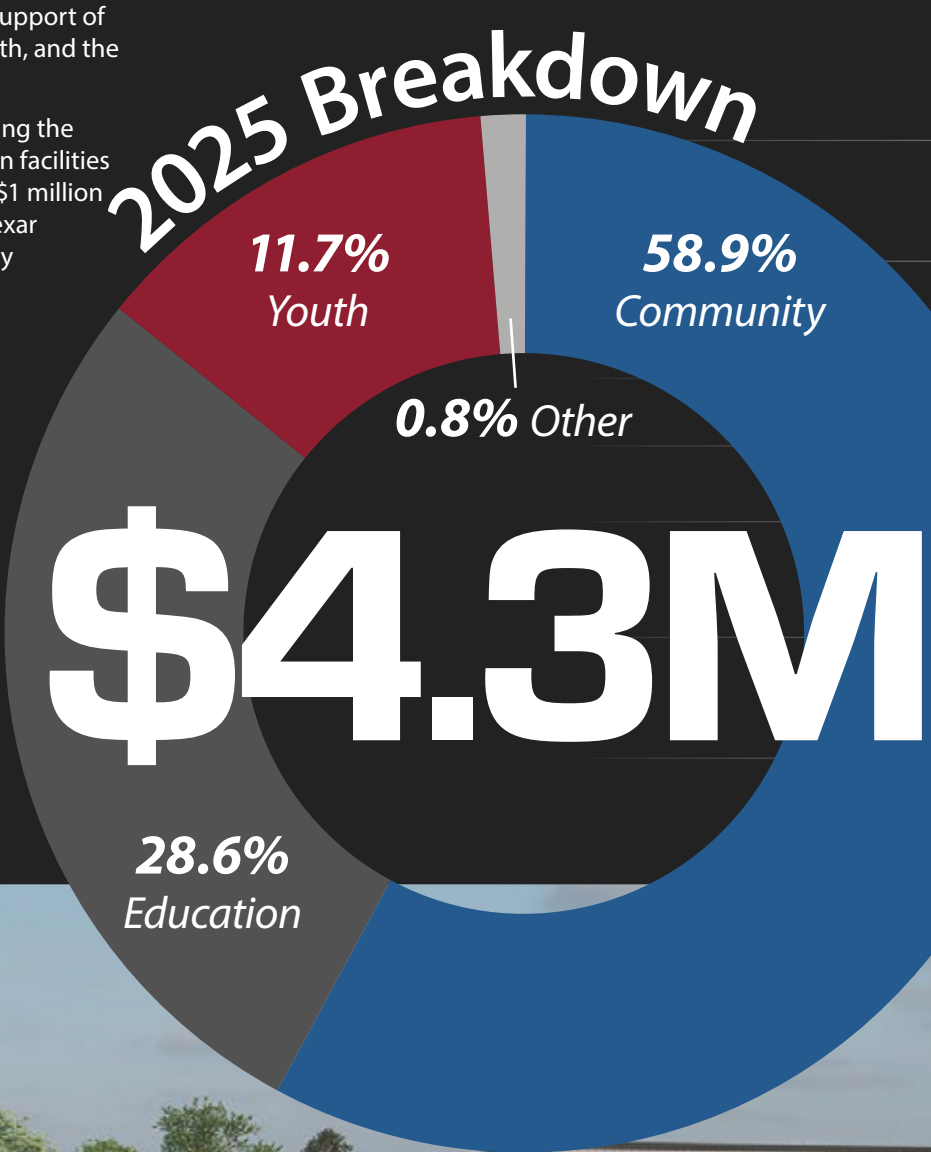
Community

Our robust charitable giving program enriches the places where we live and work.

PROENERGY gave nearly \$4.3 million in support of community, youth, education, health, faith, and the environment.

Community is about connection: Following the 2025 divestiture of four power generation facilities to CPS Energy, PROENERGY contributed \$1 million to the United Way of San Antonio and Bexar County and \$25,000 to Residential Energy Assistance Partnership (REAP). These programs help San Antonio families with assistance for utilities, rent, food, and more.

Youth are the future: We continued support for the University of Missouri and the Boys & Girls Clubs of West Central Missouri. The latter organization broke ground on its PROENERGY Teen Center in April 5, 2025. Opening in the winter of 2026, the center will offer engaging academic and workforce development programs to students from Smith-Cotton Junior High School and Smith-Cotton High School.



KEY CONTRIBUTIONS

- Bothwell Regional Health Center Foundation
- Boys & Girls Clubs of West Central Missouri
- Partners for Care
- REAP
- United Way of San Antonio and Bexar County
- University of Missouri (Mizzou)



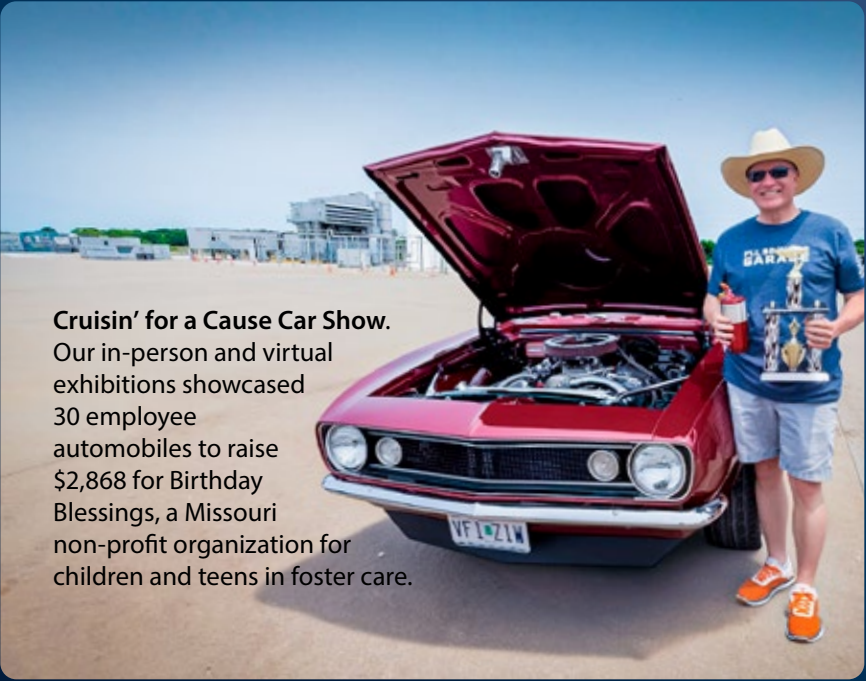
PROENERGY Teen Center. Construction advanced in 2025 for the planned opening in late 2026.



Canon Center for Cancer & Cardiovascular Care. Employees again honored Jeff and Cara Canon with an annual holiday drive for cancer patients and their families. The drive more than doubled donations of healing ointments and warmth items in comparison to last year.

EMPLOYEE GIVING

On behalf of our workforce, the IGNITE team coordinates donations to civic organizations and participation in community-building events.



Cruisin' for a Cause Car Show. Our in-person and virtual exhibitions showcased 30 employee automobiles to raise \$2,868 for Birthday Blessings, a Missouri non-profit organization for children and teens in foster care.

Suppliers

PROENERGY deepened long-term supplier relationships while diversifying the source of critical components.

In 2025, we secured additional long-term supply chain agreements with key vendors to expand our manufacturing capabilities. In addition, we enhanced resilience with a new sourcing strategy that qualifies alternative vendors for our critical needs.

Orders totaled nearly \$1 billion in 2025, a 56 percent increase from 2024. Our top 100 suppliers again accounted for more than 80 percent of the total expenditures. Orders with U.S. businesses at \$863 million accounted for 86 percent. Compared to 2024, our spend with U.S. small businesses nearly doubled, while our spend with U.S. woman-owned businesses had a slight increase of \$1 million.

Supplier Spend in 2025



Economies

Since 2020, our turnkey power generation projects have injected \$191 million into local U.S. economies.

Our all-inclusive turnkey projects feature a standardized, modular, and scalable design that lends itself to markets everywhere. In 2025, our dedicated in-house crews worked in Arizona, Oklahoma, and Colorado, on seven facilities with 38 LM6000 units. They continued and completed two projects from 2024, and they kicked off five new projects in 2025.

PROENERGY provides employee per diems and procures project supplies for the jobsite. Installing these projects injected local communities \$45.5 million in 2025.



Economic Lift from Turnkey Projects in 2025 (in millions)

Generating Station	Project 1 Arizona	Project 2 Arizona	Project 3 Arizona	Project 4 Arizona	Project 5 Arizona	Project 6 Oklahoma	Project 7 Colorado	Total
Units	2	2	2	12	8	2	10	38
Per Diem	\$1.57	\$0.08	\$0.02	\$7.23	\$0.00	\$1.92	—	\$10.82
Travel and Lodging	\$0.10	\$0.01	\$0.00	\$0.11	\$0.01	\$0.05	\$0.03	\$0.31
Rentals	\$1.03	\$0.00	\$0.02	\$4.42	—	\$1.73	—	\$7.21
Vendors	\$3.20	\$0.14	\$0.02	\$22.85	\$0.00	\$0.02	\$1.01	\$27.75
Total	\$5.91	\$0.23	\$0.06	\$34.62	\$0.02	\$3.71	\$1.04	\$45.59

With robust leadership, strong policies, and solid processes, PROENERGY drives good governance, risk management, and responsible decision-making. We conduct operations with full integrity and transparency at all organizational levels.

GOVERNANCE

Leadership
Policies
Processes



Shareholders
Energy Capital Partners
Canon Trusts

Board of Directors

1


Director
Canon Trusts,
represented by PROENERGY
President and CEO

3


Directors
ECP

1


**Independent
Director**

President and CEO

Leadership Team

Leadership

Guided by the Board, our executive leaders set the standard and create expectations for doing what is right.

Ownership

An independent private business, PROENERGY is jointly owned by Energy Capital Partners (ECP) and the Canon Trusts. An agreement between the shareholders establishes basic governance. Our business operates according to its own policies, procedures, and risk management controls under the supervision of the Board of Directors.

Board of Directors

The Board of Directors is responsible for the long-term success of PROENERGY and the delivery of sustainable value. Five board members bring substantial expertise from their respective industries to provide effective oversight. While the CEO and the executive leadership team set strategic business objectives, the Board serves as the main decision-making forum for the company’s strategy. It identifies valuable opportunities, establishes risk mitigation measures, and monitors performance. In doing so, the Board considers the interests of all stakeholders, including employees, customers, suppliers, and local communities.

Reporting

The Board aligns with the high-level expectations set by the ECP ESG Investment Committee and guided by the ECP executive management team. During each quarterly Board meeting, the CEO and leadership team members provide updates on ESG initiatives and outline future plans. Additionally, under the Board’s direction, PROENERGY submits quarterly and annual ESG reports to ECP, ensuring compliance with the ECP ESG program requirements.

The Ethics Committee, Diversity and Inclusion Council, and strategic hires strengthen our governance.

Ethics Committee

Led by the Chief Compliance Officer, our committee meets every quarter to act on noncompliance allegations related to conflicts of interest, noncompliance, and ethical and policy violations.

During our annual Spotlight on Ethics campaign, which coincides with National Ethics Awareness Month, several key executive leaders communicated personal stories of ethics and emphasized their significance. All employees were asked to read and sign our Code of Business Conduct and all other ethics-related policies as an annual refresher. We encourage employees, customers, contractors, and third-party providers to report concerns, anonymously if needed, via a free, 24/7 helpline or online third-party website. We prohibit retaliation against anyone who, in good faith, reports suspected violations of our policies or applicable laws, or who assists in the investigation of a violation.

Diversity and Inclusion Council

Our Diversity and Inclusion Council fosters a healthy workplace culture with employees from different backgrounds. Two executives lead the council, with the Senior Vice President Human Resources serving as the sponsor. Five members from varying job levels, departments, and locations provide insight into our workplace during their two-year terms. The council meets quarterly to promote belonging in the workplace by planning events, communications, and training opportunities that minimize unconscious bias.

Ethics Metrics

6
Executive Communications

10
Anonymous Complaints Resolved

Internal Employee Training Completed
77%



As our business continues to grow and transform, we remain steadfast in our commitment to the moral and ethical principles that unite us.

– Jeff Canon



STRATEGIC HIRES

Engineering
PROENERGY established an in-house engineering function for our turnkey projects near Kansas City. Certified and licensed Professional Engineers provide solutions in compliance with site permitting and environmental requirements. A team of more than 20 collaborators has room to nearly triple in the future.

Scaling for responsible growth starts with hiring the right people. These key departments expanded in 2025.

Operations
In a new role, the Chief Operating Officer (COO) is a bridge from strategic vision to execution. A key focus for 2025 was supply chain growth, led by additional key hires of Senior Vice President Supply Chain, Warehouse Director, Logistics Director, and Purchasing Manager.

Change Management
Reporting to the COO, the Senior Vice President of Planning and Process Excellence drives continuous improvement across the organization with initial priorities that include transferring services in Houston to a larger building, ramping up new product manufacturing, and implementing the ERP system.

IT
A new Chief Information Officer plays a key role in leading and developing the corporate team. Key positions under his leadership include Vice President IT Operations, Vice President Enterprise Applications, and Director IT Systems. The team includes dedicated divisions for IT, operating technology (OT), and cybersecurity.

Accounting
Under the Chief Financial Officer, the team completed a reorganization and has roughly doubled Finance and Accounting personnel. Important new hires over 2024 and 2025 include Head of Capital Markets, Director of Financial Reporting, Controller, and several other Senior Managers, Managers, and Senior Accountants.

Policies

PROENERGY policies guide employees to execute consistently and comply with applicable laws and regulations.

Ethics and Third-Party Risk Management

We hold our contractors, suppliers, customers, and agents to the same high ethical standards that we expect of ourselves. Every year, our agents must review and acknowledge our Code of Business Conduct and Anti-Bribery and Anti-Corruption Policy. In 2025, 13 commercial intermediaries complied with this requirement and received an additional 4 hours of online training assignments.

Our contractual terms and conditions require all suppliers and customers to abide by the Code of Business Conduct, as well as related policies and controls. In 2025, new and updated policies included child labor, human trafficking, fraud, terrorism financing, corruption, bribery, and unfair competition. Operations are continuously assessed to monitor and mitigate such risks.

Our Code of Business Conduct and our Supplier Code of Conduct are available publicly at proenergyservices.com.

New	Updated
• Modern Slavery and Human Rights Policy • Anti-Trust Policy • Anti-Money Laundering and Anti-Fraud Policy	• Anti-Bribery and Anti-Corruption Policy • Commercial and Processing Intermediary Policy • Third-Party Contracting Policy

Trade Compliance

Our operations rely on transporting goods across international borders without unexpected delays or expenses. We conduct continuous screening of all suppliers and customers to ensure compliance with applicable trade sanctions. We guide the compliance process with established procedures, periodically amended to reflect updated rules and lessons learned. In 2025, we updated our Watchlist Country Policy to implement risk-management tools in high-risk countries, as well as to avoid engaging with sanctioned persons and embargoed countries. We also completed a compliance audit on the company's contractual terms and conditions, invoice management, end-user undertakings, and export classification codes. Finally, we completed an audit of screening and identity verification for suppliers and customers. The gaps identified by both audits were corrected.

• U.S. Export Standard Operating Procedure	• U.S. Import Standard Operating Procedure • Trade Compliance Policy • Watchlist Country Policy
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IT and Data Security

In 2025, PROENERGY replaced informal security practices with a formal, policy-driven information security program. All policies are written and aligned to the NIST Cybersecurity Framework, a nationally recognized standard organizing security around five functions: Identify, Protect, Detect, Respond, and Recover. New and updated policies cover technology acquisition, data privacy, and use of artificial intelligence (AI).

• IT Procurement Policy • Privacy Policy	• Acceptable Use Policy
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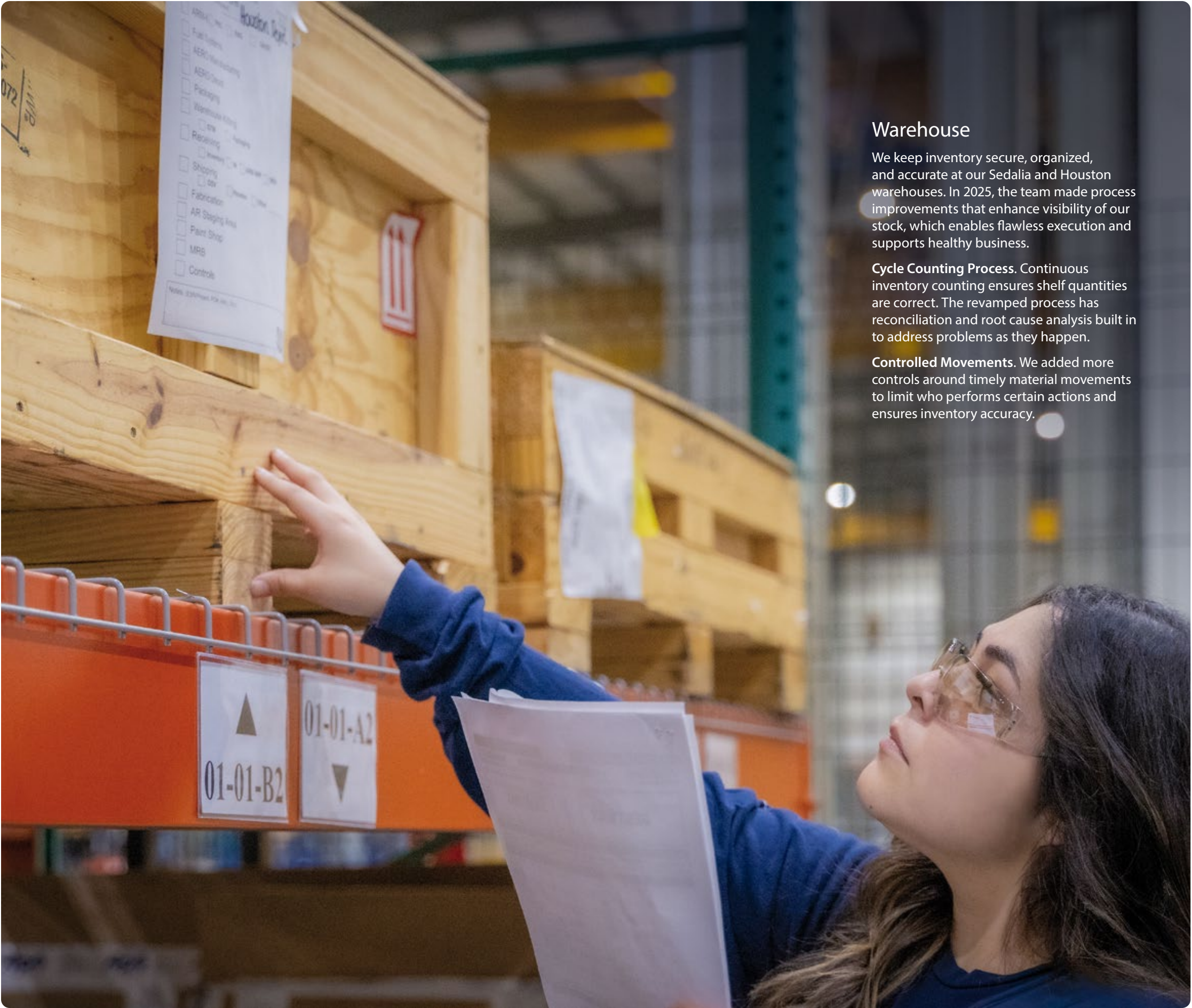
Agent Training Completed

75% Supplemental

100% Mandatory

Corporate Tax

Our company conducts business in accordance with all applicable tax laws, including each country in which we have legal entities. In 2025, we filed local taxes and financial reports in Argentina, Brazil, Canada, and Mexico. We also filed taxes in Pakistan and Venezuela for entities that have since been liquidated.



Warehouse

We keep inventory secure, organized, and accurate at our Sedalia and Houston warehouses. In 2025, the team made process improvements that enhance visibility of our stock, which enables flawless execution and supports healthy business.

Cycle Counting Process. Continuous inventory counting ensures shelf quantities are correct. The revamped process has reconciliation and root cause analysis built in to address problems as they happen.

Controlled Movements. We added more controls around timely material movements to limit who performs certain actions and ensures inventory accuracy.

Processes

Cybersecurity and Data Protection

PROENERGY invests in cybersecurity and formalizes technology standards to protect the business along with our customers, partners, and communities.

Cybersecurity Program Investment. In 2025, PROENERGY launched a structured, framework-driven program. An independent gap assessment identified critical vulnerabilities and informed a multi-year improvement roadmap. Additionally, we introduced enterprise-wide foundational security controls to establish a baseline from which to measure year-over-year security improvements.

Cybersecurity as a Governance Imperative. We introduced continuous, real-time supplier and partner risk-monitoring capabilities alongside independent penetration testing, with all findings systematically addressed and verified. This practice of inviting external scrutiny and acting on results demonstrates a validation of defenses rather than assertion of adequacy.

Operational Controls and IT Governance Maturity. In 2025, we formalized our IT governance framework to align spend with business strategy by documenting standards for making technology changes, managing incidents, and prioritizing investments. We also began migrating critical systems to a cloud environment, which enables us to back up and recover data, as well as deploy technology virtually.

Supply Chain

A strong supply chain enables us to deliver with consistency and efficiency for our customers. Our ongoing strategy reduces complexity and increases economies of scale.

Standardized Procurement Processes. Uniform procedures reduce administrative burdens and result in timely, accurate information. Our work focuses on long-term agreements, supply agreements, terms and conditions (T&Cs), intellectual property (IP) protection, payment terms, and deliverables.

Procurement Changes. Suppliers must now provide proof of Harmonized Tariff Schedule (HTS) codes and Country of Origin certificates. This ongoing initiative, coupled with leveraging key trade agreements like the United States-Mexico-Canada Agreement (USMCA), ensures timely order notification and mitigates tariff exposure.

Early Ordering. Advance orders for critical long-lead items help us to secure raw materials in bulk ahead of time. This action negates the need for recurring blanket purchase orders and mitigates constraints on the business.

Second-Source Qualification. A new process lets us vet and approve alternate vendors for all critical components. This backup will help us to prevent production halts, manage shortages, reduce costs, and strengthen overall resilience in case primary suppliers cannot fulfill our orders.

Finance / Accounting

We have institutionalized internal controls to improve data accuracy and timelines while our accounting team provides financial clarity.

Robust Reporting. Through a revised monthly operating report, financial review, and reforecasting process, we accelerated our month-end accounting close timeline by 50 percent and significantly improved the form and content of our monthly financial reports.

Expanded Process Documentation. This effort included documenting seven major business processes, 70 subprocesses, and creating procedure documentation for more than 40 recurring tasks.

Quality Management

Through a rigorous QA/QC program, PROENERGY delivers quality in every project. In Sedalia and Houston, our services for gas turbine manufacturing, packaging, supply chain, and engineering meet or exceed the requirements of ISO 9001:2015, an internationally recognized quality management standard.

Successful Audits. We achieved ASME / National Board recertification for our Sedalia manufacturing and worldwide repair capabilities. We also maintained ISO 9001:2015 quality certification after a surveillance audit of our packaging and gas turbine services in Houston and Sedalia. The annual assessment had only three minor findings.

Packaging Document Improvements. We are automating quality documents for maintenance, repair, and operations (MRO). This automation will streamline documentation and maintain digital records for each power block manufactured.

Material Review Board. We are further reducing the cost of poor quality. Every week, a Material Review Board (MRB) convenes quality, engineering, manufacturing, and other subject matter experts to determine the root cause of nonconformance for scrap. The MRB provides a full report to key stakeholders to improve processes, performance, and prevent future recurrence.

Certifications

PROENERGY uses ISO, ASME, and NERC-CIP frameworks to maintain high standards of performance for quality and compliance.

ISO 9001:2015
Quality Management Systems
Sedalia and Houston Service Centers

ISO 14001:2015
Environmental Management Systems
Buenos Aires Service Center

ISO 45001: 2018
Occupational Health and
Safety Management System
Buenos Aires Service Center

ASME
S and U Certification
Sedalia Service Center

NERC-CIP Compliance
Medium Impact
*Sedalia and Houston
Remote Operating Centers*



GRI Index

About Our Data

The Global Reporting Initiative (GRI) Standards represent the global best practice for public reporting on environment, social, and economic impacts. This report has been developed in accordance with GRI 1: Foundation 2021 for transparency and comparability.

Data in this report was collected from internal sources, and dollar amounts listed within the report are in U.S. dollars. We recognize there are inherent limitations to the accuracy of our reporting data. We work continuously to improve our data integrity by strengthening our internal controls and reclassifying, if needed. Any significant changes will be addressed in the following years’ report.

**Not applicable (N/A); Item that is irrelevant or has no cases in which we are involved on a material level.*

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207-3	Stakeholder engagement and management of concerns related to tax	
207-4	Country-by-country reporting	65

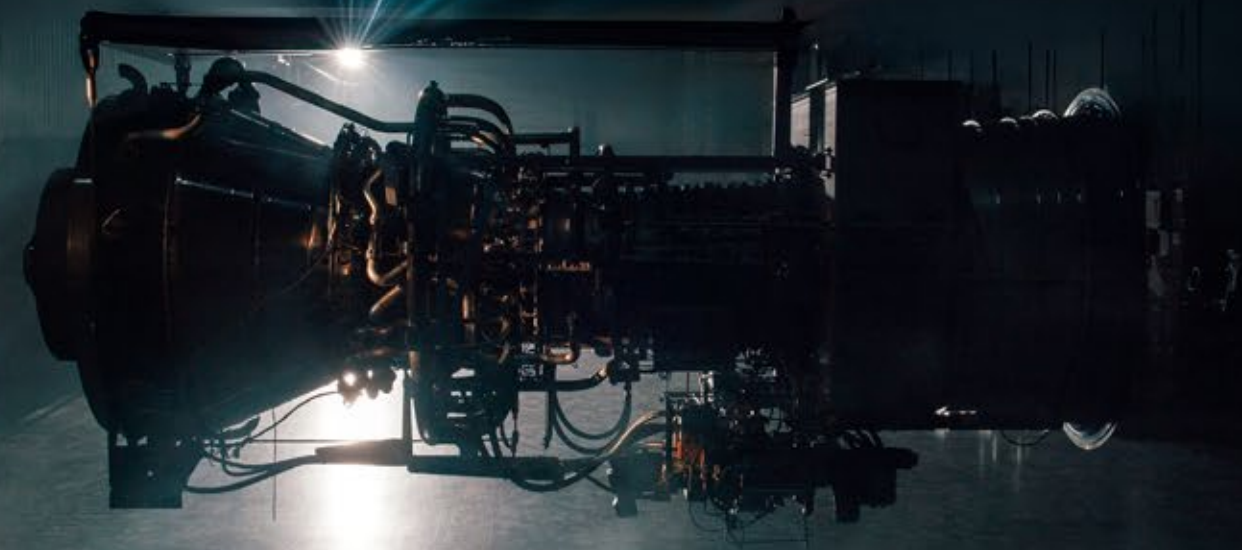
Materials		
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403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64
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PROENERGY