

Equal Employment Opportunity Policy Statement

Ameresco is an equal opportunity employer and is committed to compliance with all applicable laws prohibiting employment discrimination. It is our policy to take all employment actions and make all employment decisions without regard to race, color, religion, creed, gender, sex (including pregnancy), affectional or sexual orientation, gender identity or expression, national origin, ancestry, age, marital status, citizenship status, genetic predisposition or carrier status, disability, military status, status as a disabled or other protected veteran or other protected status under applicable law.

As Chief Executive Officer, I reaffirm that the above policy and the Affirmative Action program executed simultaneously herewith reflect the Company's attitude and its intention to do the following:

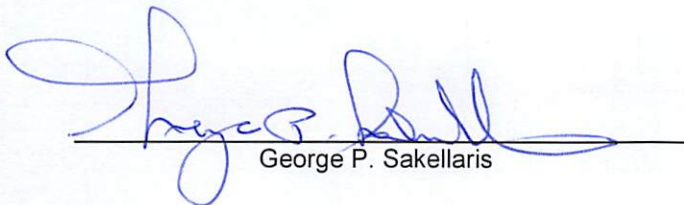
- Recruit, hire, train and promote for all job classifications without regard to race, color, religion, creed, gender, sex (including pregnancy), affectional or sexual orientation, gender identity or expression, national origin, ancestry, age, marital status, citizenship status, genetic predisposition or carrier status, disability, military status, status as a disabled or other protected veteran or other protected status under applicable law.
- Ensure that all employment decisions and actions, including, without limitation, those related to hires, promotions, transfers, demotion, terminations, and layoffs, are in accord with the Company's principles of equal employment opportunity.
- Ensure that all personnel programs, such as compensation, benefits, training, education, tuition assistance, and social and recreational programs, will be administered without regard to race, color, religion, creed, gender, sex (including pregnancy), affectional or sexual orientation, gender identity or expression, national origin, ancestry, age, marital status, citizenship status, genetic predisposition or carrier status, disability, military status, status as a disabled or other protected veteran or other protected status under applicable law.
- Make reasonable accommodation for qualified individuals with disabilities.

Ameresco, in compliance with Executive Order 11246, the Rehabilitation Act of 1973, and the Vietnam Era Veterans Readjustment Act of 1974, all as amended, maintains an Affirmative Action Program. The Company will take all necessary steps to ensure that no person intimidates, threatens, coerces, or discriminates against any individual for the purpose of interfering with the filing of a complaint, furnishing information, or assisting or participating in any manner in an investigation, compliance review, hearing, or other activity related to the Firm's equal employment opportunity efforts or Affirmative Action Program. Overall responsibility for directing and implementing the Company's Equal Employment Opportunity Policy enunciated herein and the Affirmative Action Program has been assigned to Lenka Patten, Sr. Vice President Human Resources, who serves as the Company's Equal Employment Opportunity Coordinator. This policy has our full backing and the support of all employees is expected.

This notice is a general statement of policy and no more. It does not constitute a term or provision of any contract of employment or implied contract of employment between Ameresco and any individual employee, nor does it create contractual obligations on behalf of the Company to any person. No person at the Company has the authority to make a commitment of guaranteed or continuing employment, and neither this notice nor any other Company publications should be understood to make any such guarantee.



Ameresco Inc.



George P. Sakellaris

A handwritten signature in blue ink, which appears to read "George P. Sakellaris", is written over a solid black horizontal line. The signature is fluid and cursive.

Chairman of the Board, President & Chief Executive Officer

Dated: March 12, 2024