

# A Message from Our CEO

For nearly 30 years, Orion has helped customers improve energy efficiency, create better workplaces, and achieve their sustainability goals through innovative technology and reliable service. Since our founding in 1996, we've continued to grow alongside our customers, expanding our offerings to include industry-leading LED lighting, EV charging infrastructure, and nationwide electrical maintenance services.

Sustainability is woven into the way we do business. During fiscal 2026, our Manitowoc, Wisconsin campus generated more than 10% of its energy from renewable wind and solar sources. We also recycled more than 95% of our manufacturing waste—recycling 135 of the more than 140 tons generated during the year. Just as important, Orion employees across the country remain dedicated to giving back, volunteering their time and partnering with local organizations to make a positive impact in the communities where we live and work.

Doing business the right way is just as important as the work we do. Orion is committed to high standards of integrity, accountability, and corporate governance. Under the guidance of our Board of Directors, we maintain strong governance practices that support responsible decision-making and long-term success. Our corporate governance policies are available on our Investor Relations website.

Our fifth annual Sustainability Report reflects the progress we've made and the work that continues ahead. As we look to fiscal 2027 and beyond, we'll remain focused on innovation, adapting to our customers' evolving needs, and creating lasting value for our shareholders, customers, employees, and communities. We appreciate your interest in Orion and welcome your questions or feedback at [ir@oesx.com](mailto:ir@oesx.com).

Sincerely, Sally Washlow  
CEO, Orion Energy Systems

A portrait of Sally Washlow, CEO of Orion Energy Systems. She is a woman with blonde hair, smiling, wearing a bright pink textured blazer over a dark top, and a diamond necklace. The background is a soft-focus outdoor scene with a pattern of white dots in the upper right corner.

**Sally Washlow**  
CEO, Orion Energy Systems