

ORION ENERGY SYSTEMS, INC.

Fiscal Year 2025 Sustainability Report

orion™

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A Message from Our CEO

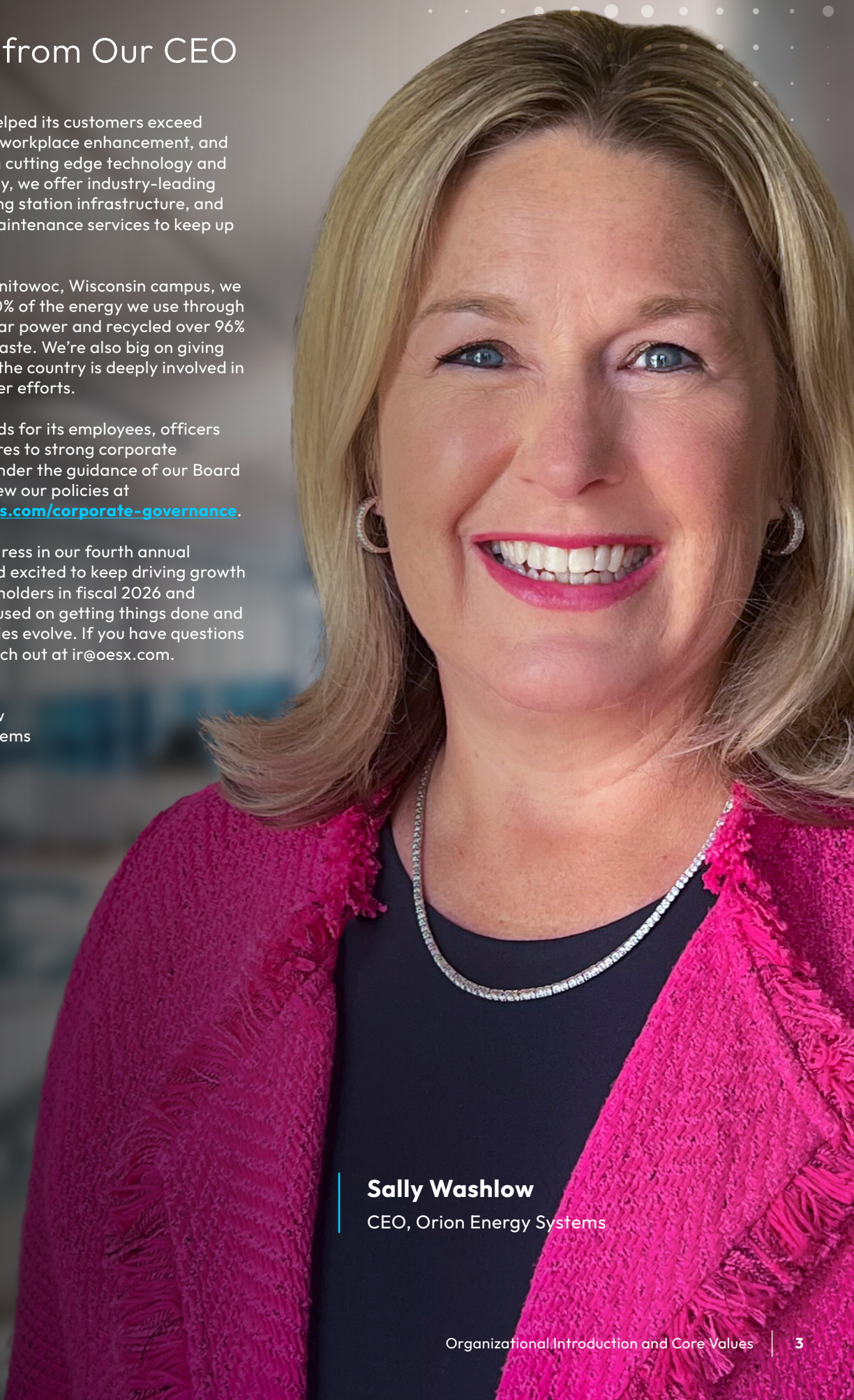
Since 1996, Orion has helped its customers exceed their energy efficiency, workplace enhancement, and sustainability goals with cutting edge technology and top-notch service. Today, we offer industry-leading LED lighting, EV charging station infrastructure, and nationwide electrical maintenance services to keep up with growing demand.

In fiscal 2025 at our Manitowoc, Wisconsin campus, we generated more than 10% of the energy we use through renewable wind and solar power and recycled over 96% of our manufacturing waste. We're also big on giving back—our team across the country is deeply involved in community and volunteer efforts.

Orion sets high standards for its employees, officers and directors and adheres to strong corporate governance practices under the guidance of our Board of Directors. You can view our policies at <https://investor.orionenergy.com/corporate-governance>.

We're proud of the progress in our fourth annual sustainability report and excited to keep driving growth and value for our shareholders in fiscal 2026 and beyond. We remain focused on getting things done and adjusting as our industries evolve. If you have questions or feedback, please reach out at 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 fringed jacket over a dark top and a diamond necklace. The background is a blurred outdoor scene.

Sally Washlow
CEO, Orion Energy Systems

A photograph of a ChargePoint electric vehicle charging station in a parking lot. The station is white with orange accents and a large orange 'C' logo. A black charging cable is plugged into the station. In the background, there is a brick building with large windows and a sign that reads 'PARKING FOR ELECTRIC VEHICLES ONLY'. A white car is partially visible on the right side of the image.

RESPONSIBILITY THROUGH LED AND EV

Our organization is powered by a team of passionate innovators dedicated to developing cutting-edge energy-saving solutions. We are committed to promoting sustainable and socially responsible practices both within our organization and in our interactions with our customers.

Respect is at the core of everything we do, and it extends to our planet as well. Our primary focus is on reducing carbon emissions through a range of initiatives, including industry-leading, high-efficiency LED lighting in retrofit and new construction projects. Our commitment doesn't end once the solutions are implemented. We continue to support our customers with preventative maintenance and ongoing assistance to ensure sustained efficiency and carbon reduction.

Voltrek, our EV division, is a respected industry leader with over a decade of experience designing, installing, and maintaining EV charging infrastructure for both public and private sectors. As a value-added reseller, Voltrek offers top-tier EV supply equipment from leading partners such as ChargePoint, ABB, FreeWire, and more.

Environmental

CUSTOMER IMPACT ON

Energy and Carbon Reduction

While supporting the national EV infrastructure buildout is the latest chapter in our ongoing sustainability efforts, we remain committed to producing the best, most efficient lighting fixtures and controls to support our customers. We're pleased with the progress our customers have made toward their sustainability goals and will work tirelessly to help them continue making a positive impact on the environment.

REDUCTIONS FROM

Customers Converting
to Efficient Orion LEDs*

134,981

FY25 CARBON DIOXIDE
REDUCTION (TN)

1,004

FY25 SULFUR DIOXIDE
REDUCTION (TN)

1,343

FY25 NITROGEN OXIDE
REDUCTION (TN)

8.039

FY25 MERCURY
REDUCTION (LBS)

This 5-year reduction data demonstrates a rolling
total of our environmental customer impact.

5 YEAR REDUCTION

CARBON DIOXIDE REDUCTION (TN)

674,904

5 YEAR REDUCTION

SULFUR DIOXIDE REDUCTION (TN)

5,021

5 YEAR REDUCTION

NITROGEN OXIDE REDUCTION (TN)

6,717

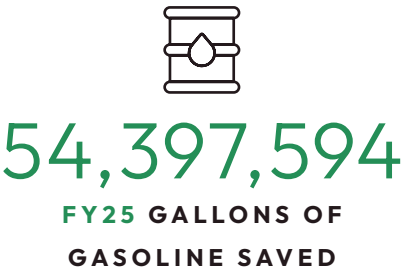
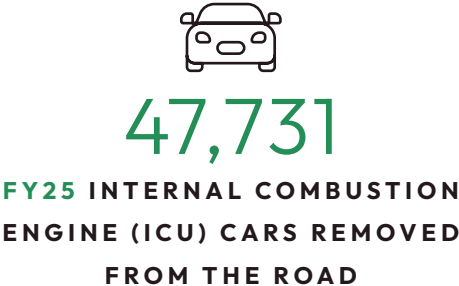
5 YEAR REDUCTION

MERCURY REDUCTION (LBS)

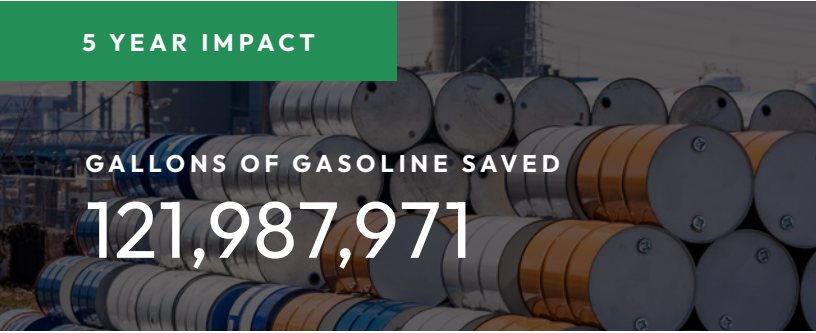
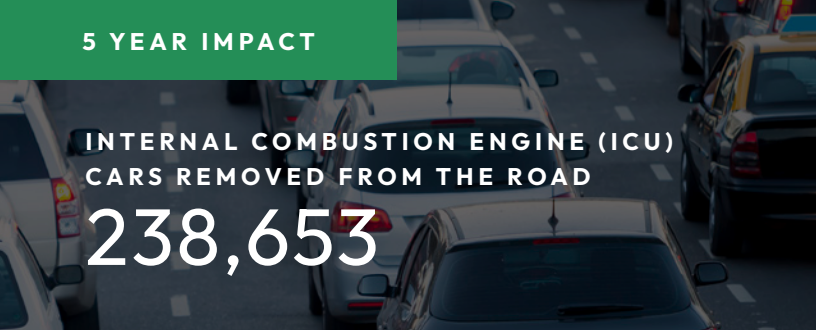
40.19

* Internally calculated using national average emission factors per the EPA's eGRID database, a recognized protocol by the World Resource Institute/World Business Council for Sustainable Development (WRI/WBCSD).

Carbon Reduction Is Equal To*



This 5-year impact data demonstrates a rolling total of our installed product’s environmental impact.



* Internally calculated using national average emission factors per the EPA’s eGRID database, a recognized protocol by the World Resource Institute/World Business Council for Sustainable Development (WRI/WBCSD).

Innovation and High Performance

Industry-Leading Efficacy

Orion works to develop lighting products that offer more light for less energy consumption. This means increased performance and a higher payback on investment. Orion remains an industry leader in efficacy performance, and our high bay LED fixtures are the industry's most efficient, according to independent lab verification.



U.S. Energy Star Program & DLC® Qualified Products Lists

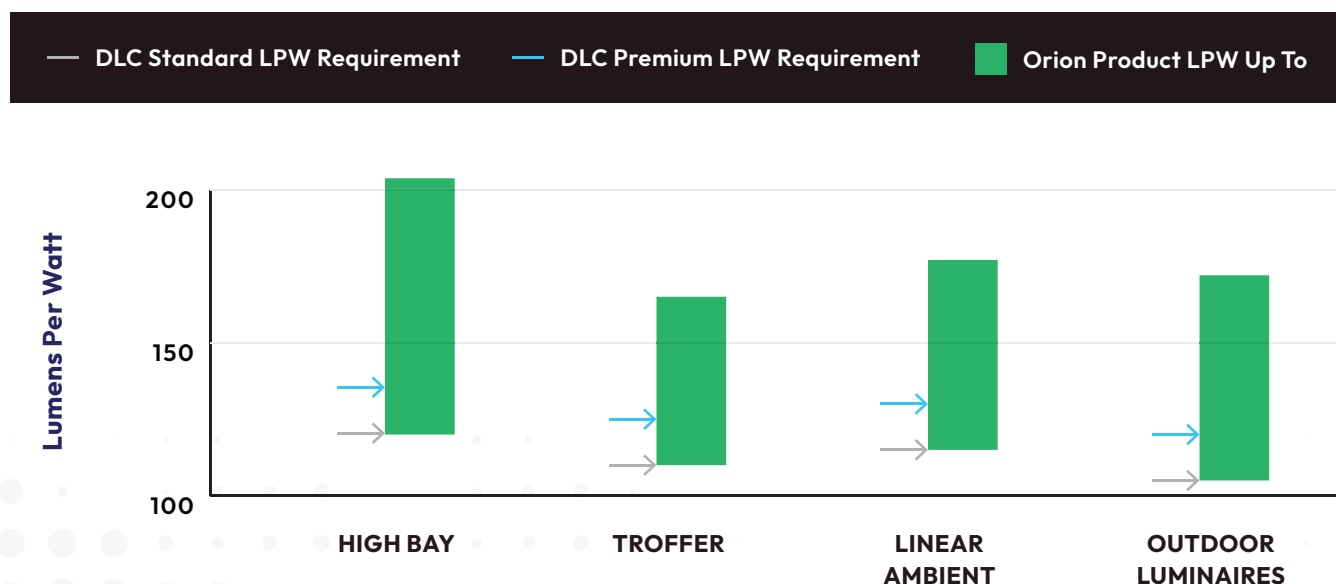
Orion is a proud member of the U.S. Energy Star program, which promotes efficient energy consumption. This gives us access to valuable knowledge and resources as we continue innovating.

Many of our products are DLC® (DesignLight Consortium) listed — meeting the new set of requirements and reporting standards DLC established under Version 5.1. The updates include new requirements that promote better quality and energy savings, giving customers more value for their investment while promoting sustainability.

By purchasing DLC-listed products, customers are often eligible for rebates from local participating utilities, further increasing financial payback on the conversion to LED and allowing them to achieve their environmental and financial goals.

Orion's Highest Performing Fixtures

WITHIN EACH PRODUCT CATEGORY AS COMPARED TO DLC REQUIREMENTS



In FY 2025,
we recycled

96%

of the materials
used in our
manufacturing
process



Sustainable Operations

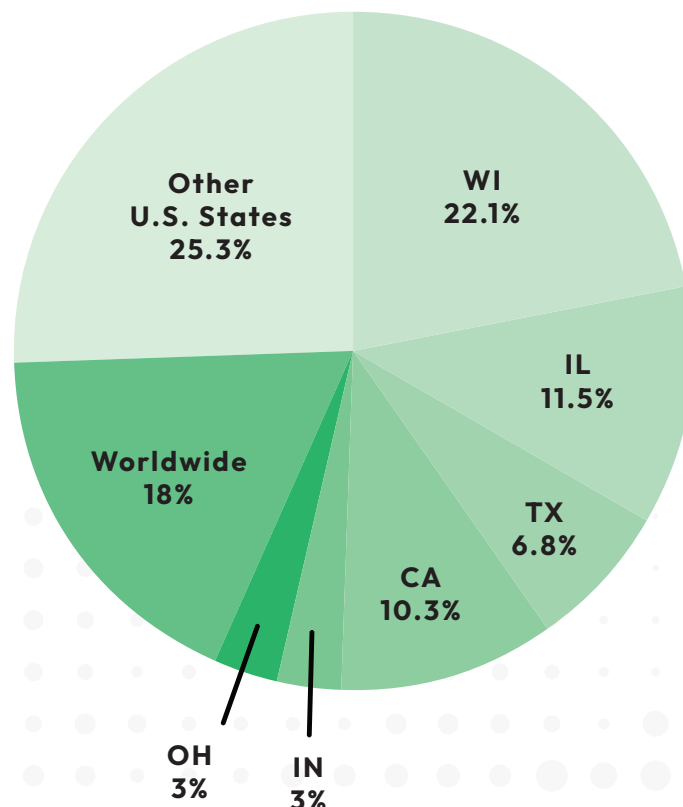
Manufacturing Recycling Program

In FY 2025, we recycled 96% of the materials used in our manufacturing process. We continue to push for high recycling totals to reach our target of a more sustainable future.

Sustainable Sourcing

We primarily use locally and regionally sourced materials in our manufacturing. This results in fewer transportation needs and, in turn, fewer carbon emissions.

Location of Sourced Materials



CASE STUDIES:

Orion's Impact on Customers and the World

HIGH BAY LED CASE STUDY



105 Tons

ANNUAL CO2 REDUCTION

PanelTEK LLC — a provider of industrial electrical control panels and customer-focused engineering services — replaced outdated fluorescent lights in its 28,000-square foot facility with efficient high bay LEDs.

RESULTS:

\$10,945

ANNUAL COST SAVINGS

134,460

ANNUAL KWH REDUCTION

124* Acres

OF US FORESTS (EQUIVALENT)
SAVED ANNUALLY

*Based on the Greenhouse Gas Equivalencies Calculator, www.epa.gov.



EV SPOTLIGHT

Haverhill High School in Massachusetts has chosen Voltrek, an Orion Energy Systems company, to design and install six ChargePoint direct current fast charging (DCFC) stations. These chargers will support the school's transition to electric transit vans, enhancing transportation for students with special needs.

The project aimed to not only meet immediate charging needs of the school district but also lay the groundwork for future electrification across other public fleet vehicles.

Orion's Continued Dedication to Renewable Energy

Sustainable Facility

Orion's facilities are outfitted with LED lights as well as motion and occupancy sensor controls to maximize energy efficiency. In addition, we have more than 550 solar light pipes throughout our offices and manufacturing center that provide significant natural light.



550

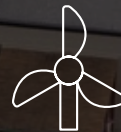
**SOLAR LIGHT PIPES INSTALLED IN
ORION'S OFFICES AND MANUFACTURING
BUILDINGS, PROVIDING NATURAL LIGHT
AND REDUCING ENERGY CONSUMPTION**

- Each Solar Light Pipe brings in 12,284 lumens of natural light per day on average — this equates to 6,756,200 total lumens per day!



45,000

**SQUARE FEET OF 225KW
SOLAR PANELS ON
OUR MANUFACTURING
FACILITY ROOF**



50 kW

WIND TURBINE ON SITE



10%

**WE PRODUCE MORE
THAN 10% OF THE
ENERGY WE USE**

ENGINEERING

Energy-Efficient Products

We're helping our customers achieve their carbon footprint goals — with many on their way to net neutral — by developing and manufacturing energy-efficient products. Some of our products even go a step beyond and help disinfect spaces through a proprietary and safe system that inactivates airborne pathogens.

PureMotion™ UVC & LED LDR®

PureMotion™ UVC is a product that became increasingly important during the pandemic. Understanding ventilation and air quality gained significance as we learned more about the spread of COVID-19. The ability of PureMotion UVC to continually sanitize the air and deactivate many pathogens (like COVID-19) makes it a crucial component for modern indoor spaces.



We also offer UV products that utilize Antimicrobial Light Technology to eliminate pathogens on clothing and surfaces. During the pandemic, Orion donated 405nm LED retrofit fixtures to three Jacksonville-area hospitals: HCA Florida Memorial Hospital, St. Luke's Hospital, and UF Health Jacksonville.

Charitable and Humanitarian Work

St. Johns Riverkeeper

At Orion, every employee receives 8 hours of paid volunteer time annually. Our team focuses much of our effort on environmental causes, including supporting organizations like St. Johns Riverkeeper, whose mission is to defend the beautiful St. Johns River and advocate for its protection. We are proud to contribute both financially and through volunteer work to help preserve and protect regional land and water resources.



Glacial Lakes Conservancy Spring Preserve

We also support environmental efforts through organizations like Glacial Lakes Conservancy, which works diligently to preserve and protect natural resources for future generations including those at the Charles & Winifred Spring West Twin River Preserve, a stone's throw from our Manitowoc campus. We routinely work to keep the preserve free of invasive species and refuse, while proudly watching over our team-built bird box, now housing a family of threatened Kestrel Hawks.



Orion Volunteer Program

While Orion team members primarily volunteer with environmental organizations, we also dedicate time and financial support to a range of community service groups. In FY 2025, 56 volunteers contributed 207 hours to organizations such as the Children's Miracle League and the Boys and Girls Club of Lawrence, Massachusetts. Our remote workforce is encouraged to support causes in their own communities, including groups like the West Suburban Community Pantry in Woodridge, Illinois.

Orion Community Involvement Program

Orion's passionate community involvement team is focused on driving maximum community impact. This team has a dedicated budget and works with our local communities on the best uses for Orion's contributions.

Additionally, Orion provided \$10,000 in donations and in-kind contributions to over 20 organizations, including:

- Woodland Dunes Nature Center & Preserve (environmental)
- Old Glory Honor Flight (veterans)
- Lakeshore Humane Society (community services)
- Gumby's Club Fore a Cure (cancer support)
- Take Note Studio (children's services)
- Lincoln Park Zoo (community services)



Job Satisfaction

Work-Life Balance

Orion treats its members with dignity and respect, understanding that they have lives outside our doors. That's why we offer flexibility — including hybrid roles that allow members to work from home when needed.



Tuition Reimbursement

We appreciate our members' tenacious thirst for knowledge, and encourage them to pursue educational opportunities. We reward that go-getter mentality with tuition reimbursement for programs involving technical skills development as well as bachelor and master's degrees, as a way to foster their passions, talents, and future endeavors.

A Standard of Safety

We're proud that we haven't had any lost-time incidents in our facility in more than eight years. Our safety measures are implemented throughout our manufacturing plant and our corporate offices. All members understand our procedures and protocols, helping us maintain a best-in-class safety operation. We set our safety standards high because we value the lives of our members — people who have loved ones and a fulfilling life to return to after the workday.

Orion provides exceptional training on in-person safety as well as cybersecurity for everyone's protection. Other key safety initiatives include:

- On-site volunteer first responders trained in basic first aid, CPR, and AED use
- An employee safety committee
- Training for different safety topics and member testing each month (e.g., chemical response and emergency action plans)
- A safety review prior to the introduction of new equipment or processes

Our CEO even takes part in safety inspections and walkabouts.



We use the UVC technology we enthusiastically promote to help keep our own members safe, too.

Governance

The Board of Directors of Orion Energy Systems sets high standards for the Company's members, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. The Board of Directors oversees the management of the Company's business.

The Board of Directors has adopted certain corporate governance principles ("Guidelines" [available here](#)) to assist the Board and its committees in fulfilling their responsibilities to the Company's shareholders to oversee the work of management and the Company's results. The Board reviews these Guidelines annually.

Orion's Board of Directors strives to achieve sound corporate governance, including Nasdaq Board of Director standards.

Orion has adopted a Code of Conduct that applies to all of our directors, officers and members, including our Principal Executive Officer, our Principal Financial Officer, our Controller and persons performing similar functions. The Company's Code of Conduct is available on [our website](#). Any material amendments or waivers relating to the Code of Conduct will be disclosed on our website within four business days following the date of such amendment or waiver.

Examples of the Board's ongoing commitment to sound corporate governance include:

- 50% of Orion's outside directors are women
- The Company has adopted limits on the number of public company boards on which Board members may serve to ensure they have sufficient time to devote to their duties to the Company
- Orion's Human Capital Management and Compensation Committee, Audit and Finance Committee and Nominating and Corporate Governance Committee are each comprised of, and chaired entirely by, independent directors
- Orion's Board has developed and maintains a succession plan with respect to the position of CEO, as well as the development of other executives to advance to more senior positions
- Orion encourages shareholders to communicate with the Board. The Board encourages shareholders to communicate directly with the chair of the Nominating and Corporate Governance Committee, the chair of the Audit and Finance Committee regarding financial or accounting policies or the Company's outside legal counsel

50%

of Orion's
outside directors
are women.



Company Governance

Orion's CEO takes responsibility for reviewing the Company's core values and ethics with management and members on a quarterly basis and also serves as a liaison with the Board of Directors on such matters. Orion members are required to adhere to the Company's Code of Conduct and receive annual training on its provisions and objectives. The Company's **Code of Conduct** covers topics including:

- Accountability and compliance considerations
- Fair dealing with others
- Conflicts of interest
- Confidentiality
- Financial integrity
- Conduct in the workplace and marketplace
- Data privacy
- Proper use of assets
- Other legal and ethical considerations

Orion maintains a Confidential **Whistleblower Policy** which provides a toll-free hotline (866-240-0967) and a **secure web link** for confidential reporting of any suspected violations of the company's Code of Conduct. For further information, please visit the **Corporate Governance of Orion's website**.