Prepared by

SOLSYSTEMS

Sol Systems
CORPORATE IMPACT REPORT
for Calendar Year 2023

Letter from the CEO

In 2023, we saw the renewable energy industry continue to accelerate. We also saw growing recognition that infrastructure, no matter how green, must serve the communities it touches. That's been our approach from the beginning. Sol was built on the premise that renewable energy and community investment are not separate goals, but twin responsibilities. One cannot succeed without the other.

This past year, we deepened our commitment to that integrated approach. Through our Infrastructure + Impact approach, we deployed capital not only into solar projects but into workforce training, energy resiliency hubs, critical home repairs, and STEM programs for students in under-resourced communities. Our partners helped us make that possible, and their commitment to doing more than just meeting ESG checkboxes continues to inspire us.

We also took meaningful steps to improve how we operate, from enhancing responsible sourcing practices to expanding habitat restoration and module recycling efforts across our projects. Internally, we grew our sustainability and equity initiatives, led by employee resource groups who continue to challenge us to be better stewards of the environment, our workplace, and the communities around us.

Impact is not a line item on a spreadsheet. It's a lens through which we evaluate every decision. It's how we hold ourselves accountable to our mission and to the trust our partners and communities place in us.

I'm proud of what our team has accomplished in 2023. I'm just as proud of the way we did it, by listening carefully, acting with integrity, and investing in relationships that will last.

Thank you for being part of this work. Together, we can continue to build an energy future that is reliable, resilient, and rooted in equity.

Yuri Horwitz
Chief Executive Officer

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Executive Summary

Sol Systems is a leading Independent Power Producer committed to building, owning, and managing clean energy infrastructure that benefits local communities. Sol Systems integrates energy storage and grid resiliency solutions to deliver reliable, sustainable power to Fortune 500 companies, municipalities, utilities, and schools. We partner with developers, investors, installers, and more than 40,000 homeowners to drive our industry's growth.

Our mission is to work with customers, partners, and communities to build, finance, and manage energy projects that accelerate the transition to a strong energy future for all. Sol Systems does this by developing projects through its Infrastructure + Impact approach, which ensures that the projects we develop, construct, and operate create long-term economic, social, and environmental benefits for communities. These efforts span from the earliest stages of project siting throughout the operational life of a project.

To ensure all team members are part of this mission, Sol Systems fosters an authentic and personal team environment, through quarterly creative days, volunteering events, and employee-led resource groups. These events provide team members opportunities to connect and collaborate, building a supportive and sustainable environment for our work.

The Sol Systems 2023 Corporate Impact Report provides an overview of how Sol has put our mission into action. Some highlights from our year include:

Advancing the Infrastructure + Impact Program: Sol Systems expanded its efforts in workforce development, education, and community resilience development across the East Coast.

Carbon Neutral Plus: We maintained our Carbon Neutral Plus certification and began offsetting emissions from the construction of our utility-scale portfolio.

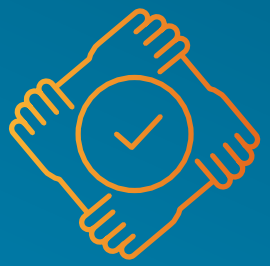
Expanded Focus on Environmental Co-benefits: We continued to incorporate habitat restoration work into our utility-scale projects and initiated our module recycling program.

Employee Resource Group (ERGs) Participation: Our ERGs offered successful programming and events for the Sol Systems staff.

Through strategic partnerships and community reinvestment, Sol ensures clean energy development drives long-term economic and environmental benefits. Founded in 2008 and led by its founder, Sol Systems is dedicated to shaping an energy future we can all believe in. We look forward to building on our work in 2024 and beyond.

Highlights From 2023

Partnership



Powering progress, together

Community

Supporting local growth

People

Building a culture for the long run

Sol Systems' Strategy for Achieving Impact

A Generational Challenge and Opportunity

The United States is undergoing a revolution in how it produces, transports, stores, and uses electricity. In the next two decades, the country will move from a power grid sourced by approximately 21% renewable energy to at least 44%. The energy transition will require hundreds of billions in new energy, storage, transmission, and distribution infrastructure, as well as upgrades to existing infrastructure. These investments will take place throughout the United States, with the potential for significant positive economic impacts on multiple communities.

Energy infrastructure development has rarely benefited local communities—and has many times disproportionately burdened these communities. Historically, energy development has destroyed or degraded habitat and farmland, created localized hot spots for mercury pollution and particulate matter, increased emissions of greenhouse gases, and generated other negative impacts. Even renewable energy infrastructure development has not always been responsive or sensitive to local community needs or the ecosystem around the projects.

In order to scale and succeed, the renewable energy industry must learn from this past by developing and adopting strategies to:

- **Create** a skilled and diverse workforce that meets the needs of today's industries
- **Focus** on creating substantive localized socio-economic benefits in the communities near the projects it develops and operates
- **Ensure** that these projects are built in ways to minimize ecological impairment and integrate existing local infrastructure.

These changes are the right thing to do but are also necessary. The industry aims to build a multi-billion-dollar asset class that will shift and change the energy industry and create jobs that will impact the communities across the country; to succeed, it will need support from these communities and political constituencies.

How Sol Systems Approaches These Challenges

At Sol Systems, we continue to evolve our approach to community impact as we learn from our investments, partnerships, and external stakeholders. The investments that we have made to deploy impactful clean energy create trust-focused and long-lasting relationships in communities that are under-resourced, located around our projects, and impacted disproportionately by climate change.

The company has three primary levers to drive positive societal impact:

- **Working** within our business and with our team to focus on our professional and local community
- **Supporting** and helping to lead industry organizations focused on promoting best practices and a more diverse and representative industry
- **Working** within the communities that have a nexus with our business or our projects to ensure our projects integrate best practices and benefit these communities.

Our partnership strategy focuses on supporting local organizations and the communities surrounding our projects.

Culture and Values

In 2023, Sol Systems continued its mission to accelerate an equitable transition to sustainable energy. We collaborated with our partners to innovate sustainable infrastructure financing and development, focusing on environmental and societal impact. Our approach involved designing clean energy projects with long-term investments in ecosystems and communities, promoting inclusive business opportunities. Our commitment to diversity, inclusivity, and effective communication is central to our culture, encompassing people from diverse backgrounds and identities.

Why Corporate Partners Choose Sol Systems

By working with us to finance and develop solar projects and provide environmental commodities, our partners accelerate the clean energy transition. Our partners choose Sol Systems for:

Our focus on creating impact for vulnerable communities:
Sol Systems works with our partners and customers to engage with and invest in under-resourced communities and communities that are adversely impacted by climate change. We do this through our Infrastructure + Impact approach, integrating benefits to communities through development and operations of our projects. We engage with our large corporate and institutional customers to leverage the scale of their solar procurements, creating ecosystem benefits and societal impact for under-resourced communities and communities affected by climate change.

Our commitment to diversity in our team and across the industry:
Within our team, we are committed to cultivating a diverse, inclusive, and communicative environment to engage and develop people from different backgrounds, identities, and beliefs. We do so with a unified purpose to create meaningful generational change through solar energy. Further, we actively engage with industry partners to expand equitable business opportunities that make our industry more inclusive, diverse, and dynamic.

Our experience in designing and managing reliable and sustainable energy projects:
We reshape solar infrastructure investment, planning, and development by ensuring positive environmental and societal impact through (1) project siting, (2) design and construction, and (3) long-term operations. We engage with local communities to understand their needs and develop and support initiatives that help them benefit from a more inclusive energy infrastructure in the US.

Our fiscally responsible business and project operations:
The revenues generated from our solar projects—either through power purchase agreements, tax equity investments, or Renewable Energy Credit-based solutions—help build the community impact funding. Community investment funds allow us to work with community organizations to generate community impact by creating pathways to solarization for Low and Moderate Income (LMI) Communities.

The Impact Our Partners Have

Through our projects and programs, Sol Systems unlocks multiple benefits for our corporate partners:

Creating a green future:
By purchasing solar power, Sol's partners enable greater investment in renewable generation and contribute to a greener future.

Supporting local communities:
Our programming allows partners to create real impact for local under-served communities and those disproportionately impacted by climate change.

Furthering ESG initiatives:
Sol's programs and projects help our partners further their own ESG initiatives.

Our Partnerships

Sol Systems develops and manages projects designed to expand access to the benefits of solar by investing in LMI and under-resourced communities in and around where our solar projects are located. Our effort aims to ensure no community is left behind in our work to unleash domestic energy.

Our projects address:

1. Critical health and safety home and building upgrades to help close the pre-weatherization gap,
2. Energy efficiency to make homes and buildings solar-ready,
3. Access to solar and resiliency, and
4. Initiatives to expand workforce opportunities to all communities.

Our integrated approach and associated community investments are underpinned by education, workforce development, and efforts to shape the industry through inclusive pathways for all Americans.

Workforce Development

Establishing A Diverse Community of Business Owners in the Solar Industry

Sol Systems has collaborated with **Black Owners of Solar Services (BOSS)** to develop and implement a business-to-business mentorship and sponsorship program that connects diverse business owners to opportunities and relationships across the renewable energy industry. BOSS is a nationwide organization that focuses on empowering and connecting professionals in the solar industry, including entrepreneurs, developers, financiers, engineers, attorneys, and other partners. At the end of 2023, BOSS had recruited over 300 members and collectively built over 100 megawatts of combined solar and battery projects. In 2023, BOSS continued progress toward its goal of leading actionable solutions for sustained access to inclusive pathways in clean energy production, distribution, and storage for Black-owned businesses. In February 2023, the Department of Energy awarded $6.3 million to BOSS to advance clean energy business and workforce development solutions that ensure all communities benefit from a clean energy economy and that the American fabric is represented in these solutions.

BOSS leveraged the program funds to win $6.3 million from the Department of Energy (DOE) in 2023 to implement the Equitable Clean Energy Advancement Initiative (ECEAI), which aims to support workforce and business development for women and minority-owned businesses in the solar/sustainable industry. At the end of 2023, BOSS graduated the first participants in the business mentorship program established through the ECEAI. Additionally, BOSS expanded its staff and hired an executive director to lead efforts to drive continued innovation and inclusivity in the clean energy sector.

Enabling Critical Employment Outcomes for A Diverse Solar Workforce

In 2023, **PowerCorps PHL** continued its efforts to provide wraparound services for trainees in its solar workforce training program, which focuses on 18- to 26-year-old, at-risk youth in the Philadelphia metropolitan area. As a result, all trainees received **OSHA 30 certificates**. In addition, PowerCorps PHL supported the 2023 trainees in the post-training internship process. PowerCorps PHL furthered its mission of expanding the solar workforce by training individuals from under-represented communities who would not otherwise have a path into the solar industry.

BOSS Black Owners of Solar Services

POWER CORPS PHL

Solar Education

Solar Education and Opportunities for Youth in Under-Resourced Communities

In 2023, Philadelphia Energy Authority's **Bright Solar Futures** continued efforts to provide vocational training for Philadelphia youth interested in pursuing careers in solar energy and helped close the energy equity gap for under-represented populations. The students, primarily from communities of color, train in solar and battery storage installation, sales, design, and job site safety. Additionally, the funding enabled Bright Solar Futures to provide a year-round solar curriculum for students and a stipend of $14 per hour to each participant in its four-week paid summer experience. The summer experience provides rigorous exposure to a wide range of green jobs through weekly industry field trips, in-house training, and guest lectures from industry experts, as well as other special events. Thirty students completed the 2023 summer experience, which is a more than 50% increase from the inaugural event in 2022, which had 14 students.

The Bright Solar Futures solar installer curriculum, which launched nationally in September 2022, expanded in 2023 to 27 school districts and training institutions that intend to replicate the program. Bright Solar Futures' programming directly supports job training and mentorship by getting under-represented students on track and providing opportunities in high school that they may otherwise never receive.

Solar Installation Training

Through funding support provided by Sol's programming, **GRID Alternatives** prepared and executed its solar installer training program for over 150 participants. In partnership with the Washington, DC-based communities it serves, GRID Alternatives provides comprehensive group-based job training and education in solar system installation to residents with low incomes. Sol's partnership helped GRID provide students with career support services (such as career check-in sessions, resume techniques, professionalism in the workplace, etc.), financial and computer literacy programs, and other program support services. In 2023, GRID Alternatives continued to expand its corporate partner workplace inclusion programs and supported the trainees through retention and support services. Overall, these initiatives support GRID Alternatives' mission to expand the solar workforce to represent the fabric of America by establishing inclusive pathways for all Americans.

Community Asset Development

Supporting Community Resiliency for Low-Income Residents

This funding enabled **Groundswell** to support two low-income communities in Baltimore, MD,to establish resilience hubs: City of Refuge in South Baltimore, and Empowerment Temple in West Baltimore.

A resiliency hub is a facility that increases a community's capability to anticipate, adapt to, and recover from changing climate conditions and hazard events.

The funding supported complete structural reviews of the resilience hubs to verify that these can support the proposed solar infrastructure. Interconnection applications and other related permits were submitted and processed, enabling site mobilization and construction of the hubs in Q4 2023 and early 2024. Both hubs received the relevant permits for construction and interconnection and are expected to be operational in the summer of 2024. The power generated by the solar infrastructure will offset operating costs and enable more funds for core services, which include housing assistance, youth development services, and workforce training. Both centers will also open their doors during city power outages to aid the community, where over 40% of households earn below the Federal Poverty Level.

Reducing Barriers to Unlocking Solar Investments in Appalachia

In 2023, Sol Systems launched a partnership with the not-for-profit organization **Appalachian Voices**, which envisions an Appalachia with healthy ecosystems and resilient local economies that allow communities to thrive. They work to increase energy efficiency, end harmful fossil-fuel practices (such as mountaintop-removal coal mining), shift to clean energy sources, and support an inclusive transition to a clean energy economy, ensuring that no community is left behind.

This fund expanded the work of Appalachian Voices and established Solar Finance Fund, which provides catalytic support to unlock solar investments in coal communities and thereby seeks to help build a local solar industry. Specifically, the Solar Readiness Fund targeted facilities whose key barriers to solar are poor roof and structural conditions. Appalachian Voices provided funds of up to 20% of total project cost to three organizations in various parts of the Appalachian region (West Virginia, Tennessee, and Kentucky) for roof repairs and other issues related to building readiness that act as barriers to rooftop solar adoption. The benefit of installing rooftop solar on these organizations is expected to result in approximately $676,000 in energy cost savings through the lifetime of the community installations.

Facilitating Community Solar Projects for LMI Community Households

In 2023, Sol Systems launched a partnership with Baltimore-based Climate Access Fund, a green bank whose mission is to reduce energy costs and carbon footprint of Maryland's LMI households by facilitating access to clean community solar projects.

The funding provided in 2023 supported the financing and implementation of a community solar project at the Hopkins School in East Baltimore, which will reserve 100% of the Henderson solar power generated for LMI households in the community. Other community benefits will include solar workforce training and an after-school club for middle school students.

Other community benefits will include solar workforce training and an after-school club for middle school students. Climate Access Fund also leveraged the funding support to hire its first full-time staff, a director of operations, to focus on donor reporting, community engagement and overall project operations.

Addressing Environmental Justice Issues in Virginia

In 2023, Sol Systems launched a partnership with the Virginia Environmental Justice Collaborative. Based in Petersburg, the Virginia Environment Justice Collaborative was created when four organizations (the Southeast CARE Coalition, Appalachian Voices, the Federal Policy Office of WE ACT for Environmental Justice, and New Virginia Majority) saw the need for statewide coordination to support Virginia organizations addressing environmental challenges in their communities.

The funding provided in 2023 supported the organization's efforts to establish a solar-plus-storage resiliency hub and launch workforce development initiatives in Petersburg, a historically under-resourced community in Virginia. Specifically, the funding was used to purchase a battery array and a natural gas back-up generator and support costs related to engineering, permitting, and various construction management costs. Ongoing maintenance of the solar and battery array is also available through the contribution. During the extreme heat in the summer of 2023, the building was used as a city cooling station, enabling the Petersburg city facilities to maintain building occupant load limits and act as a resource for the residents in a city where over 20% of households earn below the Federal Poverty Level.

The solar + storage hub was formally commissioned on December 5th, 2023, and has begun to operate as a vital part of the community of Petersburg. The power generated by the solar infrastructure will offset operating costs and enable more funds for other community-supporting services, which include workforce training.

Critical Home Repairs

Supporting Energy Efficiency and Safety Upgrades for Low-Income Residents

In 2023, Sol Systems launched a partnership with the **Community Housing Partners**. Based in Christiansburg, VA, Community Housing Partners was founded to perform home repairs for low-income families living in unsafe or unhealthy conditions. As the complexity of home repairs grew, the organization incorporated, received a not-for-profit 501(c)(3) designation, and became Virginia's first provider of the federal Weatherization Assistance Program services.

The funding provided in 2023 supported energy efficiency and safety upgrades in a low-income apartment community in Pembroke, southwest Virginia, improving residents' quality of life and reducing the energy burden. Specifically, the funding supported replacement of all 139 windows at the S.A. Robinson apartments. The new energy-efficient windows are estimated to result in 4-6% reduction of total electricity consumption annually for the residents. These savings would impact the residents' highest energy bills during the most extreme hot and cold months of the year. Furthermore, CHP aims to use this project as the foundation and learning opportunity to scale various decarbonization and building monitoring approaches in LMI buildings in rural America.

Reduce Poverty and Homelessness with Energy-Efficient Affordable Housing

In 2023, Sol Systems launched a partnership with **Rebuilding Together DC Alexandria**. Based in Washington, DC, Rebuilding Together DC Alexandria is part of a **national network** of affiliates working to preserve affordable homeownership, revitalize neighborhoods, and provide critical home-repair services that eliminate health and safety hazards free of charge to those in need.

The funding provided in 2023 was used to make energy-efficient upgrades, such as installing new HVAC and kitchen appliances, to two facilities: an affordable housing facility for homeless veterans and a housing unit for low-income households, owned by So Others Might Eat (SOME). Based in Washington, DC, SOME is a care provider—as well as an existing partner of Sol Systems, working to help break the cycle of poverty and homelessness in the city. SOME is the current beneficiary of a 915-kW community solar installation recently completed by Sol Systems for FedEx at a facility in Washington, DC. FedEx is allotting part of the electricity bill credits generated by the solar installation to offset the yearly electricity costs of two SOME facilities.

The changes to energy-efficient appliances, funded by our support, impacted electricity consumption with savings of 6.94% in energy consumed (kWh) and 7.49% in cost savings compared to previous years.

Case Study

Community Housing Partners

Who had the challenge and what was it?

Based in Christiansburg, VA, Community Housing Partners (CHP) was founded in 1975 to perform home repairs for low-income families living in unsafe or unhealthy conditions. At S. A. Robinson apartments in Pembroke, 23 units were used to house residents who are mostly senior citizens on fixed incomes. Energy bills during extreme weather were a challenge for the residents to meet. CHP surveyed the residents, who highlighted the need to prioritize window replacements to address energy efficiency, health, and safety issues.

What was the solution?

Sol Systems funded the replacement of all 139 windows in the 23 units at S. A. Robinson apartments. The new windows prioritized energy efficiency, and reduced total annual electricity consumption for residents by between 4 – 6%. CHP focused on the highest priority needs of the community, centering those most impacted by the change. Residents shared how the project had positively impacted both their comfort levels and their ability to save costs on energy.

Our Projects

Responsible Sourcing

As a company that acquires, develops, finances, builds, owns, and operates photovoltaic solar projects, Sol Systems has a responsibility to ensure we source in responsible and sustainable ways. By being mindful of how we both procure modules and contract with companies that procure modules, we uphold our responsibility to bring photovoltaic solar projects without unintended negative consequences for our customers, communities, or planet.

Increase Responsible Sourcing through Industry Partnership

In 2022 and 2023, Sol Systems played an important role in helping to develop the Solar Energy Industries Association ("SEIA") Solar Industry Forced Labor Prevention Pledge, of which it was a founding signatory. Sol Systems is working with SEIA to apply the Traceability Protocol and Buyer's Guide that establishes guidelines for documentation, supply chain security, enforcement, and auditing. Our supply chain, especially for solar panels, is the largest contributor to a project's carbon emissions and biodiversity impact. By leveraging these traceability protocols, we hope to reduce the carbon and biodiversity impacts of our solar development projects.

Creating Procurement Strategies for A Better Supply Chain

Along with the Pledge, Sol Systems developed and implemented a procurement strategy for modules for both (1) direct procurement for issuance to Engineering, Procurement, and Construction (EPC) contractors for utility-scale projects and (2) indirect procurement for distributed generation (DG) projects through EPC Contractors. Sol Systems has signed a contract to procure domestically manufactured modules to incorporate into its utility-scale portfolio. Sol Systems continues to integrate domestically manufactured products into our supply chain to support clean energy jobs in America.

Sol Systems also incorporates specific provisions in procurement agreements to contractually prohibit any part of the supply chain from being sourced from companies or regions known to produce materials through unsustainable or ethically questionable practices.

Emissions Avoidance

Sol's portfolio of solar projects serves to reduce emissions in the local grids where they operate. Across the operational portfolio of 77 solar projects totaling almost 404 MW-dc that Sol Systems has worked on, we estimate that 379,974 metric tonnes of CO_2 were reduced in just 2023 alone, based on the average annual yield of 1,400 kWh/kW-DC capacity across operational projects. A reduction of 379,974 metric tonnes of CO_2 **is equal to**:

Avoidance of 967 million miles driven by an average gas-powered vehicle; or

Avoidance of 51,029 homes' electricity use for one year; or

Carbon sequestered from 381,137 acres of U.S. forests in one year.

In 2023, with the construction of the first project in Sol Systems' utility-scale business, Sol Systems began offsetting carbon emissions from on-site construction activities. For the first project and all projects going forward, the construction teams tracked metrics contributing to emissions from construction on site. These will be offset through a purchase of nature-based offsets.

Zero-Waste Construction

Module Recycling

In 2023, Sol Systems began recycling end-of-life modules on its projects. The majority of solar modules deemed end-of-life, either due to breakage or premature failure of internal components, are sent to landfill. Sol Systems identified recycling as a more sustainable and environmentally responsible means of disposal and partnered with module recyclers to minimize the ecological impact of its projects. After successfully executing two module recycling projects in 2023, Sol Systems standardized its module recycling procedure and plans to implement recycling for end-of-life modules generated during the construction and operational phases of its projects moving forward.

The first recycling project that Sol Systems executed in 2023 was for 474 modules broken during construction of a 30 MW project in Jacksonville, IL. The second recycling project was for 13,650 modules damaged in a hailstorm at a 4.4 MW project in Scottsbluff, NE. For both recycling projects, Sol Systems identified a responsible module recycler based on the following criteria:

1. **A recycling process that minimizes material sent to landfill**
2. **Offtakers for even low value components such as glass and silicon**
3. **Traceability of offtakers**
4. **Provision of certificate of recycling**

Habitat Restoration

Committed to improving ecosystem services on our commercial and utility-scale solar projects, Sol Systems has incorporated habitat restoration initiatives on solar projects since 2020—and we continue to pursue this wherever possible. Improving ecosystem and habitat conditions on solar projects can take many forms, including buffer zones supporting habitat creation, artificial nesting structures for native wildlife, pollinator habitat, solar grazing, and other initiatives.

Pollinator-Friendly Habitats

Populations of pollinators, like bees and butterflies, are on the decline due to land use change and pesticide use, but planting native or pollinator-friendly vegetation helps to rebuild and provide habitat for these threatened species. The goal of a successful pollinator-friendly solar site is to maintain a healthy stand of plants that support habitat creation, support stable and successful solar operations, and minimize management through use of native species.

Sol Systems developed sites across the country with pollinator habitats, with a focus on Illinois sites. Solar Farm 2.0 at the University of Illinois Urbana-Champaign, a site developed with over 50 acres of native pollinator habitat, saw continued establishment of the native prairie in 2023. The project continued to participate in the **PHASE research project**, evaluating economic, ecological, and energy performance impacts of planting pollinator habitats on large-scale solar sites. Research focused on evaluating energy production, species presence, and bee diversity and abundance at the site, as well as creation of shared resources for use by industry to build pollinator-friendly solar sites. Sol Systems, as part of the Industry Advisory Group, provided feedback to support tool creation. In addition, wildlife cameras set on site showed use of the site by various small mammals, including coyotes, owls, woodchucks, and others. Benefits from the native vegetation can be seen across the ecosystem.

In addition, the project participated in the **SCAPES research project**, studying the implementation of agricultural crops co-located with a solar facility. In 2023, the first crops were planted, managed, and harvested at the project, contributing to the research and development of agrivoltaics solutions – understanding which crops could be planted alongside solar projects.

Prairie Creek, a Sol Systems utility-scale project which achieved commercial operations in 2023, was planted with a pollinator-friendly seed mix and achieved an Exceptional Habitat score on the Illinois Solar Site Pollinator Habitat Planning Form. Seed mixes for the Prairie Creek site were designed to incorporate a diverse set of perennial species to support both energy production at utility-scale and habitat creation goals of the project. Seed mixes were designed to support a variety of bloom times and provide habitat for pollinators—beneficial to pollinating insects, birds, reptiles, and small mammals, as well as to nearby agricultural crops, which require pollination.

In addition, a landscape buffer was planted at the Prairie Creek substation, next to the solar project. Similar to the vegetation on site, the landscape screening area features native and locally adapted tree and shrub species, as well as a pollinator-friendly seed mix. The landscape screening provides an ecological habitat for wildlife, in addition to a visual screening.

Alternative Land Use

Solar farms have a particularly high land-use requirement: about 5-6 acres/MW ac on average for direct usage or 7-9 acres/MW ac for total usage, depending on production factors and racking type used. To mitigate the negative impacts of land-use conversion and habitat loss, Sol Systems prioritizes siting solar and battery projects on land that would have no other ecological, commercial, or recreational use, including landfills, brownfields, and old mining land. Developing solar on these sites improves the value and quality of land, streamlines the setting up of new sites (via easy permitting and approvals) and protects land that could be used for other purposes.

Examples of Sol's distributed generation alternative land use projects include:

A 3.2 MW Landfill Project in Holliston, MA: Sol Systems led the development of a 3.2 MW-dc project on the Town of Holliston, MA's capped landfill that is paired with energy storage. This landfill was closed in 1981, and Sol Systems worked with an engineering consultant to evaluate all landfill-specific information to design the solar array. The project provides the town with a fixed annual site lease payment and credits generated by the solar project.

A 1.8 MW Superfund Site Project in American Bottoms, IL: Sol Systems worked with the Sauget Sanitary Development and Research Association's (SSDRA) American Bottoms wastewater facility in Sauget, IL to develop a 1.8 MW DC 7-acre, behind-the-meter solar project. This land was within the administrative boundary of an Environmental Protection Agency (EPA) Superfund site but outside the area of remediation. Given the historical pollution nearby to ensure safe development of the site, Sol Systems completed extensive environmental diligence and worked with the EPA to secure a 'hold harmless' letter approving the location of the solar project in the site.

Ways We've Operated

To ensure Sol Systems continues to operate as a responsible and sustainable organization, we apply the ESG principles into our everyday operations.

Environmental

Sol has remained committed to growing an environmentally sustainable business, both through everyday operational decisions and through initiatives undertaken through its Sustainability Task Force (STF, see below). By engaging with stakeholders across the organization, Sol Systems is innovating operations to support a greener future.

Office Operations

Most of Sol's full-time employees live in the Washington, DC metro area, but a portion of the team is remote; we have sought sustainability solutions to meaningfully improve our environmental impact for both groups.

At Sol's headquarters in Washington, DC, the team focuses on environmental sustainability through, among other things, using energy-efficient lighting, reducing food waste, catering through sustainable and local vendors (including vegan and vegetarian options), leveraging office composting services provided by a local company (Veteran Compost), and using 'cleaner' environmentally friendly office supplies and cleaning products.

Along with the current office operations processes, Sol Systems reduces commute-related emissions through a sensible work-from-home policy of two days per week for DC employees, and employee education on best practices for home waste reduction.

Sol also incorporates specific provisions in procurement agreements to contractually prohibit any part of the supply chain from being sourced from companies or regions known to produce materials through unsustainable or ethically questionable practices.

Sustainability Task Force

To help achieve Sol's overall corporate sustainability goals, on Earth Day in 2019, a group of employees formally created STF. STF's mission is to "understand the comprehensive environmental footprint of our work, mitigate all its possible negative impacts, and educate employees and the public about the most sustainable practices available."

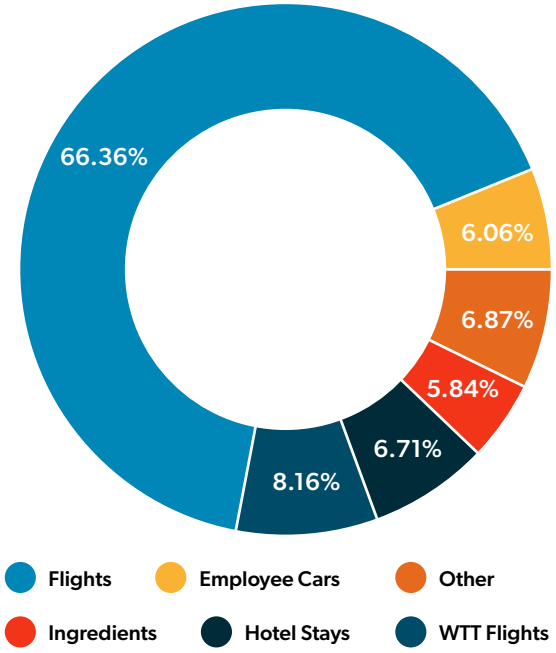
To achieve this mission, STF:

- Holds quarterly events, such as speakers from NYC-based **Green City Force** and the **Tribal Solar Accelerator**, an environmental documentary screening, and vegan food tastings (ice-cream, 'chikn' nuggets).
- Organizes volunteering events for employees to give back and help our local environment in DC. Typically, this includes two (2) trash clean-ups per year within our local watersheds, through partnerships with the **Rock Creek Conservancy** and the **Alice Ferguson Foundation**, often in conjunction with Earth Day.
- Estimates Sol's current and future Scope 1, 2 and 3 footprint and purchases carbon offsets. Over the years, Sol Systems has continued to refine and expand its sustainability assessment through improved scope and data collection. In 2023, Sol Systems updated its assessment using an emissions calculator tool (Sustrax MX) from Carbon Footprint, Ltd.

Carbon Audit And Offset

Every year since 2019, Sol Systems has purchased carbon offsets for Scope 1, 2, and 3 to support environmental initiatives. Sol Systems received Carbon Neutral Plus certification every year since 2019.

In 2017, STF first completed the company's first carbon emissions inventory survey and purchased wind RECs to offset the DC office's emissions. Since then, STF has tracked Sol's carbon emissions and purchased carbon offsets, leading Sol Systems to receive our first Carbon Neutral Plus certification in 2019 from Carbon Footprint Ltd and to continue to receive this certification in every subsequent year. See a breakdown of our 2023 carbon footprint:



We don't just purchase any carbon offsets. Over the years, STF has helped Sol Systems diversify our carbon offset purchase to support conservation, clean cooking, and energy efficiency. To address 2023 emissions, Sol Systems prioritized domestic carbon credits available through Carbon Footprint's marketplace, which meets the Quality Assurance Standard (QAS) for Carbon Offsetting. The only US-based carbon credits were from energy efficiency initiatives at the University of Illinois Urbana-Champaign. To generate these carbon credits, the university used a comprehensive approach that included launching dedicated retrocommissioning/recommissioning teams to building systems, modernizing facilities through major renovations, adding high-efficiency gas boilers at its cogeneration power plant, and implementing comprehensive lighting retrofits. The funding that the university receives from its carbon credit program is reinvested into campus projects to help achieve strategic sustainability goals outlined in the university's Illinois Climate Action Plan (iCAP). See Sol's carbon footprint and the carbon offset projects we've supported.

Period	Certified Carbon Footprint (tCO2e)	Offsets Purchased (tCO2e)	Certified +(110%)	Offset Project
2018	218.00	218.00	100.00%	Envira Amazonia Vintage (REDD)
2019	175.78	180.21	101.13%	Kenya Tree Planting and VCS Brazil REDD
2020	53.30	180.21	129.38%	
2021	64.74	180.21	148.22%	
2022	177.26	100.00	124.61%	ONIL STOVE - GUATEMALA
2023	270.19	195.00	110%	University of Illinois Urbana-Champaign Campus Wide Clean Energy & Energy efficiency

At Sol, we're proud of the work STF has done to make us a carbon-neutral organization—and the work STF continues to do.

Carbon Neutral Organisation

Social

Expanding on Sol's efforts in 2022, Sol Systems continued to deepen and expand our relationships with internal and external stakeholders equally committed to ESG initiatives while also emphasizing the importance of incorporating these initiatives into our day-to-day work at Sol. As we continue to grow our internal team, partner with a wider variety of external suppliers, and expand community partnerships, we have found ways to promote: diversity, equity, and inclusion (DEI); local businesses and communities; and ethical operations.

Diversity Initiatives

In 2023, Sol's Justice, Equity, Diversity, and Inclusion (JEDI) employee resource group worked collaboratively with the greater Sol Systems community and our external partners to help drive positive changes both within our organization and in our local communities. These changes ensure that Sol Systems is a diverse and inclusive organization whose members can work and grow in a safe and equitable working environment, free of any barriers that would prevent or discourage personal authenticity.

To ensure these changes, JEDI continued to focus its action on three major areas:

1. **Identifying and driving the restructuring of internal processes that may perpetuate systemic bias;**
2. **Establishing educational and training programs to help identify and address individual and systemic bias; and**
3. **Recommending direct investments of time and capital into the communities in which Sol Systems works to help increase diversity and inclusion both inside and outside of Sol Systems.**

These three major areas resulted in activities including but not limited to a DEI training hosted by the **POSSE Foundation** for all Sol Systems employees, a negotiation training and self-defense class for the women of Sol, and a trivia series tied to the monthly observances occurring throughout the year like Black History Month, Women's Month, Pride Month, Asian American Heritage Month, etc. Through these activities, JEDI's mission, and the major focus areas identified above, the JEDI group continues to shape Sol Systems into a leader of diversity and inclusion in the renewable energy industry and empower Sol's leadership to effect similar changes throughout the industry.

Sustainable Office Management

Community impact is an integral part of Sol's mission and a key part of this is to support small local businesses. We do so internally by sourcing our coffee from Swing's Coffee Roasters, which shares our passion for sustainability and ethical practices. To reduce food waste, we switched to purchasing individual lunches for those in the office rather than large food trays from catering companies. Sol Systems is continuing to evaluate lunch options with limited food and packing waste.

In addition to building these relationships, Sol Systems strives to maintain sustainable practices internally. We do so by using compostable silverware and dishware, as well as composting (with help from Veteran's Compost) all food that is not taken home for leftovers. Recycling is an important practice at Sol. On top of ordering recycled products for our paper needs (e.g., business cards), employees at Sol Systems pay close attention to what can and cannot be recycled. Signs posted throughout the office ensure employees are educated in all sustainable practices. To make this process even easier for our employees, Sol Systems has also partnered with TerraCycle for the recycling of certain single-stream items such as our snack wrappers and PPE equipment.

Corporate Giving

Sol's commitment to supporting under-resourced communities is a priority shared by both the leadership team and staff. Through meaningful collaboration with local communities, Sol Systems ensures that there are opportunities available for individuals across all communities to participate in the clean energy economy. Sol Systems corporate giving efforts include:

Volunteering

Sol Systems staff volunteers regularly with local DC nonprofits. For example, to celebrate Earth Day, we volunteered with SOME (So Others Might Eat) and helped with the beautification project of the affordable housing units, Zagami Housing.

Funding

In 2023, Sol Systems provided funding for its Employee Resource Groups (ERGs) which allowed the groups to work with and support nonprofit organizations, as well as host speakers who shared their expertise in their fields with the team. Speakers from Comité Cívico del Valle (a grassroots organization dedicated to empowering local communities through civic engagement and advocacy), Community Dreams Foundation (a nonprofit committed to providing educational opportunities and resources to underserved communities), and Green City Force (an organization that empowers urban youth with job training and leadership development in the green and sustainability sectors) came together to educate and inspire us.

Employee-Driven Giving

At Sol Systems, we believe that our employees are at the heart of our philanthropic efforts. We empower our team to make a meaningful impact through the Employee Matching Gift Program that allows employees to increase their philanthropic efforts by matching their donations to eligible nonprofits, doubling the impact of their generosity and providing additional support to organizations benefiting our communities.

Profit Sharing

Sol Systems further implements corporate giving through the Sol Profit Share initiative. Through this initiative, Sol Systems donates five percent (5%) of its net Sol Profit Share profits to nonprofits that support renewable energy access and sustainability. As part of this initiative in 2023, Sol Systems partnered with DC Greens, an organization that serves communities in DC through urban farming and food education initiatives.

Case Study

So Others Might Eat

How did Sol first get involved and why? What need was Sol trying to fulfill? And why did Sol choose to partner with SOME?

Sol Systems chose to partner with So Others Might Eat (SOME) because of their deep-rooted commitment to dignity, service, and sustainable solutions to poverty. Founded in 1970, SOME has established itself as a cornerstone organization in Washington D.C., providing comprehensive support through multiple service channels such as: housing assistance programs, healthcare services, job training and employment preparation, addiction recovery services, and food security programs. SOME's mission aligns with Sol's broader impact strategy, which integrates renewable energy deployment with community reinvestment initiatives, workforce development, and sustainable development practices. This alignment creates a natural synergy where both organizations can leverage their respective strengths to create greater collective impact for vulnerable communities while advancing clean energy solutions.

Sol developed and managed the FedEx Express Eckington Place solar site for several years. As part of the project, FedEx allocated a portion of the electricity bill credits, as well as donations, to SOME to offset annual electricity costs at two facilities. Demonstrating our commitment beyond financial contributions, Sol Systems also matched the first year's contributions and pledged staff volunteer hours. This approach reflects Sol's philosophy that genuine corporate responsibility encompasses both monetary support and direct hands-on engagement with community partners.

How did the SOME partnership lead to volunteering at Zagami Housing? What is Zagami Housing? What's the need there? Who are the beneficiaries? What problem do they face?

Sol Systems' staff members participated in a volunteer day at Zagami House, one of SOME's transitional housing programs. This facility primarily serves families facing homelessness, with a focus on supporting single mothers and their children through a comprehensive approach to stability and self-sufficiency. Services offered by Zagami House include after school enrichment programs, family case management services, job training, employment assistance, and financial guidance.

Sol had previously contributed toward HVAC and energy efficiency upgrades.

What did Sol do there as part of the volunteer activity? How many Sol folks were there and what did they do? How long was the volunteer experience? Were there any challenges to overcome and, if so, how were they tackled?

To celebrate Earth Day in 2022, Sol employees volunteered by working on beautification projects for the site. Sol employees helped planted seasonal flowers, assemble raised garden beds, and mulch playground areas

What other work has Sol done with SOME?

Sol hosts SOME every year during the holiday season for a volunteer event putting together hygiene kits for those in need. Sol hosts organizers from SOME at the Sol office, where employees have worked together to contribute approximately 2,400 hygiene kits throughout the partnership. These hygiene kits provide resources to those in need, especially during the holiday season.

Sol has also volunteered on-site at SOME to sort clothing donations and serve in soup kitchens - directly engaging with those facing hardships.

Sol Systems also provides financial sponsorship for key SOME initiatives, including annual participation in the Turkey Trot for Hunger, a $5,000/year sponsorship of the Break the Cycle Gala, and $2,500/year support for Young Professionals events.

We continue to participate in volunteer events like the kit building over the holiday period, Turkey Trop for Hunger.

Our partnership with SOME represents the framework of America — a unified and committed industry who, with the community's help, can continue to provide sustainable/renewable energy, resources, and mentorship to empower everyone, from any walk of life. Sol Systems is passionate about workforce development, leadership and community to foster a sense of belonging and opportunity for the entire human race. We are committed to establishing and providing as many pathways as possible that can extend and promote hope, support, and unity wherever there is a need.

Governance

Employee Resource Groups

STF has a mission to (1) understand the comprehensive environmental footprint of our work, (2) mitigate all its possible negative impacts, and (3) educate employees and the public about the most sustainable practices available. To further this mission, STF collaborates closely with internal stakeholders, including operations, accounting, human resources, and executive leadership. Additionally, it works with external stakeholders to, for example, educate employees, assess the company's carbon footprint, and help offset that carbon footprint in partnership with international organizations. Through its approach, STF aims to make Sol Systems an industry leader in sustainability.

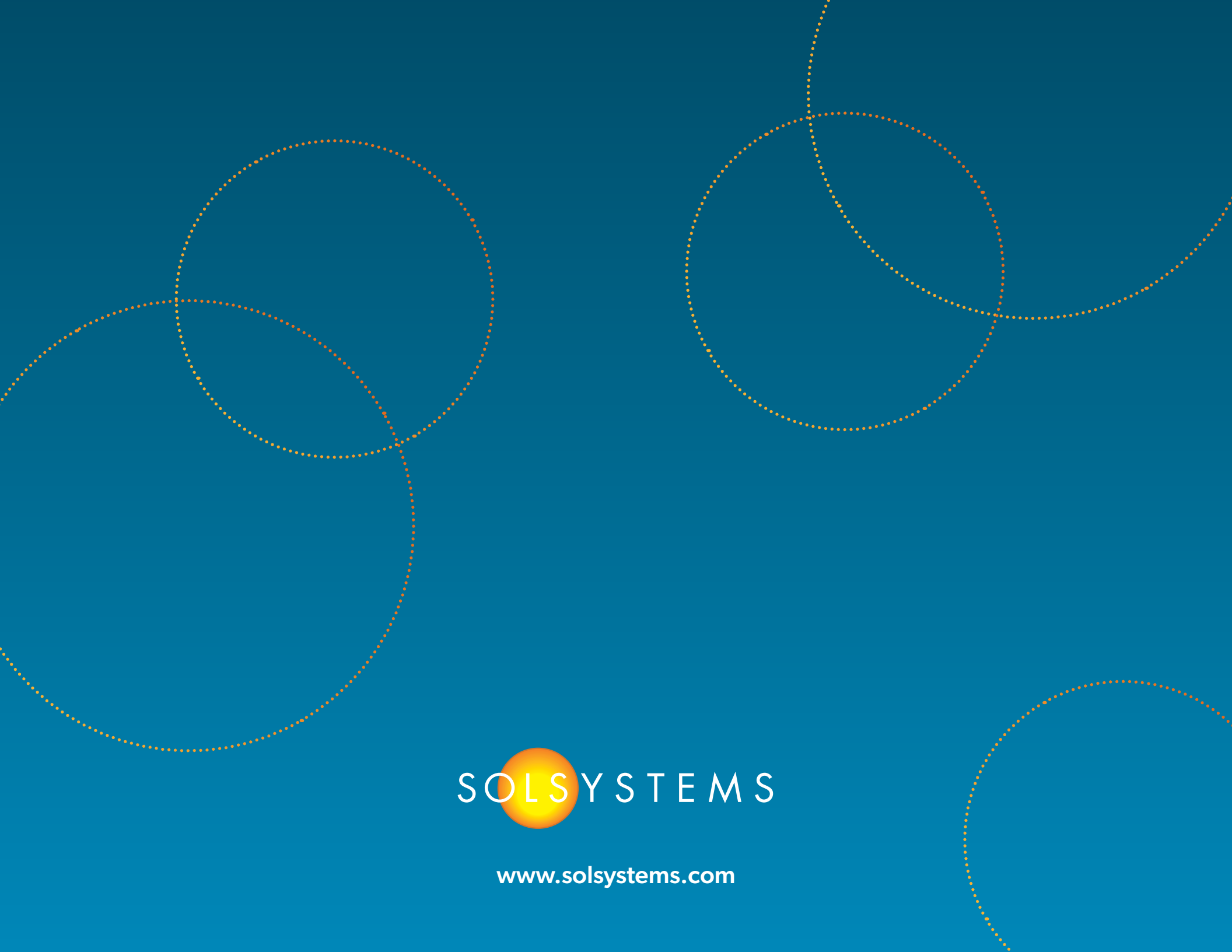
JEDI helps ensure that all members of Sol Systems work and grow in a safe, equitable professional environment, one that fosters and encourages personal authenticity. To create this environment, JEDI works collaboratively with the greater Sol Systems community to drive positive organizational and individual changes. This includes relying on employees and executives alike to ensure accountable, responsible actions and operations. JEDI operates like any other business unit, setting goals, budgets, and transparent standards for implementation. Through its mission and actions, JEDI hopes to shape Sol Systems into a leader of diversity and inclusion in the renewable energy industry and empower Sol's leadership to effect similar changes throughout the industry.

Hiring Practices

Sol has established and follows a structured interview and hiring process designed to ensure a fair and objective assessment of candidates and new hires using consistent criteria for the evaluation of questions and assessments. This process is explained in brief below:

1. **Sol Systems employees complete a training session with a member of the HR team before participating in candidate interviews at the company.**
2. **After the HR team has screened candidate resumes, names are removed from resumes before being provided to the hiring manager for review to reduce unconscious bias in the hiring process.**
3. **The hiring team will meet to discuss and define the role and identify screening criteria.**
4. **The interview panel chooses from a list of preset behavioral questions and all candidates are asked a consistent set of questions with clear criteria.**
5. **The interview panel provides their feedback after each interview in the applicant tracking system and scores each candidate on each pre-identified criterion.**

After each interview round, the hiring group meets to debrief and discuss the feedback.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