

2024



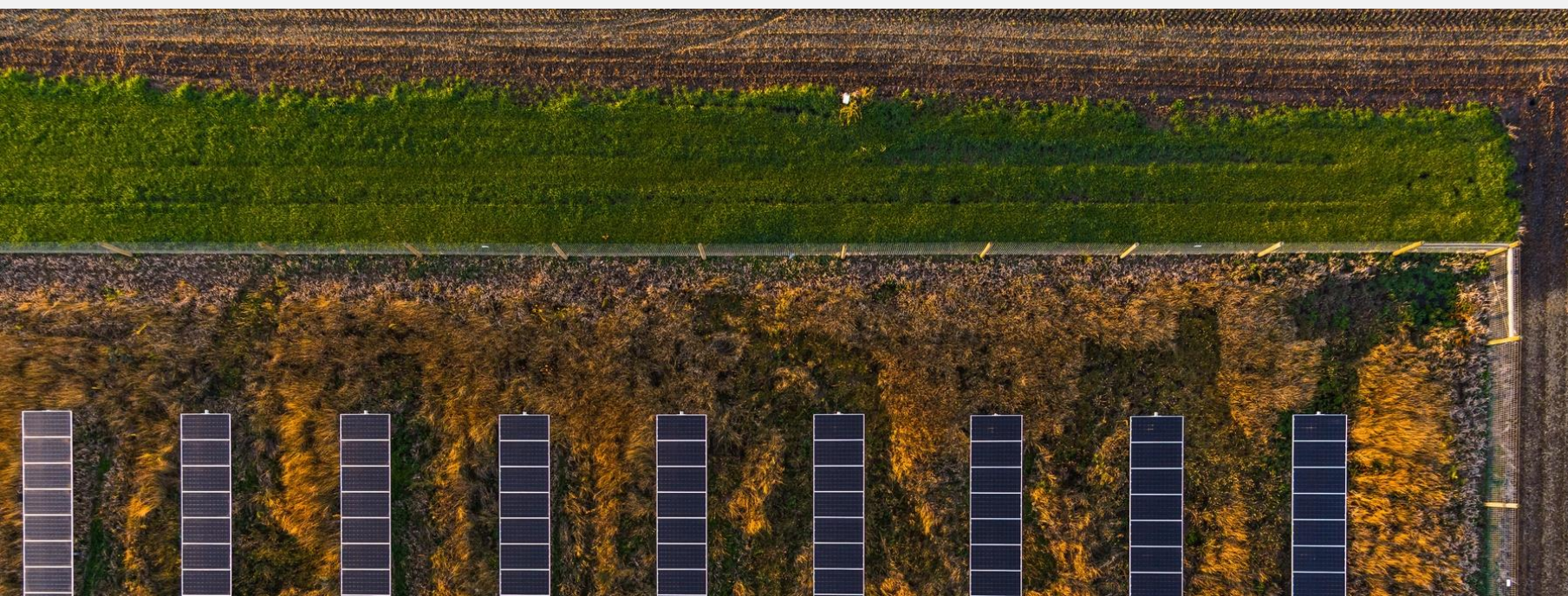
IMPACT REPORT

**Corporate Social
Responsibility**





TABLE OF CONTENTS



2024 Impact Report

Message from Our President
Core Offerings
People & Planet

Integrating Impact

Becoming 100% Renewable
Responsible Supply Chain Statement
Our Commitment to Safety

2024 Spotlights

The Marshall Project
Agrivoltaics Expansion
Supporting Our Landowners
Clean Energy Education
Policy & Industry Engagement



MESSAGE FROM OUR PRESIDENT

With new state markets underway and introducing more complex projects that integrate battery storage, we are reaffirming our commitment to safe, effective work on every project. Safety remains one of our core operating principles, and this past year saw a continued focus on our already exemplary protocols.

To support our growth plans, we brought on numerous internal resources, expanded our leadership team, and formed a new business unit to focus our entry into emerging markets.

Our people remain core to our business and our mission. To enhance our employee experience, we improved and added more employee benefits like increased parental leave and no-cost life insurance, as well as short-term and long-term disability insurance.

Above all, 2024 reenergized us in our mission to advance clean energy, work to make renewable energy solutions accessible to all, and advocate for clean energy policies that make our world a better place.

In this Impact Report, you'll notice a common through-line: **good work, done by good people, to drive positive impact for all.**

A handwritten signature in black ink, appearing to read 'Reed Richerson'.

Reed Richerson, US Solar President

10 YEARS OF US SOLAR

2024 was a year of expansion where we took the company into multiple new markets. This growth, both into new states and new project offerings, scales our ability to benefit communities, subscribers, and public power utilities with solar and energy storage. We also celebrated our 10-year anniversary by bringing the team together to reminisce on a decade of overcoming obstacles, meeting challenges head on, and punching above our weight class to innovate our way to success and sustained growth.

Throughout this report, we will highlight important team accomplishments like our largest solar + storage project in Minnesota and expand on our award-winning partnerships.

2024 Impact Report

Community Solar

Engaging local businesses, residents and municipalities to broaden access to clean energy solutions.

Energy Storage

Leveraging the battery expertise of our sister company, Eneon, to pair solar with energy storage to enhance grid reliability, meet peak demand, and unlock new value for customers.

Public Power & Cooperative Utilities

Working directly with clients for flexible distributed generation solutions tailored to evolving market and regulatory landscapes.

Grid-Scale Solar

Advancing transmission-level projects for large-scale impact.

OUR CORE OFFERINGS

US Solar recognizes multiple clean energy solutions are needed to meet America's growing energy demands and for individual organization's sustainability goals.

A decade of experience developing distribution-level projects, both on site and off site, informs our approach as we broaden our focus on solutions beyond community solar.

While we've expanded our focus areas, what remains the same is **reliable, resilient and renewable** solutions.





PEOPLE AND PLANET

A deeper integration of impact into our business operations and a continued commitment to sustainable, renewable and equitable clean energy.

As we continue our work at the intersection of People and Planet, we are aligning our efforts with the United Nations’ Sustainable Development Goals. The SDGs provide a recognized and consistent framework aligned with our greatest areas of impact and growth.

In 2024, we kicked off a materiality assessment to drive insights and action through that process in 2025.



Current Focus Areas



Growth Opportunities for Scaling Future Impact



2024 Business and Corporate Impact at a Glance

At US Solar, we believe an integrated approach to clean energy development brings healthier communities, thriving ecosystems and economic opportunity.

779,609,353 kWh of Clean Energy Produced to date

99 Projects in Energy Communities or IRA Disadvantaged Communities

\$10MM+ enabled Subscriber Savings to date

Scaling clean energy in **10 State Markets**

123 Projects developed to date

\$1MM+ of committed community donations

50+ cities, schools and municipal subscriptions; **5,000+ residential** subscribers

894 acres of native habitat

6 sites with sheep grazing

Signed **SEIA Anti-Forced Labor Pledge**

Energized largest **Battery + Storage Project**

Released **Responsible Sourcing Commitment**

~\$75K in Agrivoltaics research funding

25 Advocacy and Trade Group Participation or Leadership

900+ clean energy jobs created





BECOMING 100% RENEWABLE

US Solar is committed to being 100% renewable, and we can proudly claim that distinction this year. In 2024, we offset our Scope 2, which is composed of electricity usage, by purchasing Green-e RECs.

In 2025, we're focusing on offsetting our Scope 1 with carbon offsets, and we're working to better understand and quantify our Scope 3.

US Solar is taking steps to expand beyond tracking our GHG emissions to better understand our upstream and downstream impacts.

Aligning with our climate focus, US Solar enabled **over 217,000,000 kWh of clean energy production** in 2024, **avoiding 186,361 Metric Tons of CO₂e**.

2024 Impact Report



OUR RESPONSIBLE SUPPLY CHAIN COMMITMENT

We are committed that our projects not only advance clean energy goals but also respect human rights, foster local economies, and go beyond industry standards for responsible sourcing.



➤ Zero Tolerance for Forced Labor

US Solar has signed SEIA's Solar Industry Forced Labor Prevention Pledge, and will continuously monitor, report, and remediate any risk of forced labor in our supply chains.

➤ Rigorous Supplier Qualification

In 2024, US Solar introduced our Responsible Supplier Evaluation Program, requiring all solar-panel manufacturers to complete to earn approval as an approved vendor. This process covers labor practices, environmental stewardship and traceability per industry best-practices.

➤ Top Tier Procurement

US Solar exclusively sources panels from top-tier manufacturers. We leverage domestic manufacturers wherever feasible and are growing our relationships with key domestic partners. We maintain ongoing supplier audits and for those partners sourcing globally, they are vetted by U.S. Customs and Border Protection, with commitments to transparency and compliance.

➤ Dedicated Supply Chain Oversight

US Solar hired a Procurement Manager in 2024 to lead vendor management, supply-chain risk assessments and continuous improvement of our responsible sourcing initiatives.



OUR SAFETY STANDARDS

Since our inception, US Solar has considered safety to be a number one priority during the construction and operation of our assets. This has been a particular focus of the last few years as we integrate new battery energy storage technologies into our projects.

We strive for continued improvement, appropriately adapting our safety standards and expectations for our employees and our third-party contractors to the most up-to-date industry standards. Many of the contractors we work with boast above-average safety records.

Whether it's hosting walkthroughs of equipment with local emergency staff or starting each contractor meeting by walking through safety plans, **our commitment to safe construction and operating practices is a core component of every project.**

2024 Impact Report

0 Total Recordable Incident Rate

In the past three years, US Solar has had zero OSHA Recordable Incidents on our jobsites.



US Solar’s largest Solar + Storage project reached energization in 2024.

Energy storage is a critical tool for building a secure, affordable, and reliable grid. In 2024, US Solar worked with our sister company, Eneon, in our first Build-Own-Transfer project to provide a long-term, cost efficient solar generation and battery storage solution.

The Marshall Project, located in southwest Minnesota, pairs advanced battery storage systems with solar production to enhance grid stability, lower the coincidental peak of the grid, and provide reliable clean energy when it is needed most.

“ This project is a prime example of **how solar energy and battery storage can work together** to meet real-world energy demands, a crucial pairing for transitioning to a more sustainable and reliable energy future. ”

Jesse Royer, US Solar Vice President, Operations

20,030 MWH
of annual solar electricity

21,000+ solar panels
on 55 acres of land

10 MW of solar energy, and
25 MWH of battery energy
storage

2,000 homes
worth of energy



AGRIVOLTAICS AT US SOLAR

US Solar is a proud leader of unique agrivoltaics projects that support land access, community development, and emerging farmers. Here's a look at our work to advance agrivoltaics over the years.

2017

US Solar plants its first seeds of native, pollinator-friendly habitat, achieving Minnesota's Habitat Friendly Solar standard.

2019

US Solar is added to NREL's InSPIRE working group as a national leader on agrivoltaics.

2021

US Solar introduces sheep grazing at its solar gardens in Chisago and Carver Counties to manage vegetation as an alternative to mowing.



2023



The Big Lake project is recognized by the MN Department of Agriculture as the first Minnesota solar facility to receive the Water Quality Certified Farm distinction.



2024



US Solar expands our unique agrivoltaics project with Big River Farms to host **emerging farmers** — like twin brothers Stephen and Simon from Kenya.

We donated **\$15,000** to build a well onsite and improve irrigation for the farmers.

Research shows crops like greens and herbs benefit from the shade provided by the solar arrays.

Over **130 lbs** of produce is harvested and donated to the Big Lake Community Food Shelf.

The project is awarded **Solar Farm of the Year** at the North American Agrivoltaics Awards.



FARMER-FOCUSED SOLAR

In 2025, our Big Lake site will host **7 farmers and 2 research interns!** US Solar is grateful for the stellar partners working with us to advance agrivoltaics research and increase land access for emerging farmers.



SUNSHINE HARVEST DINNER



Nothing puts you in the mood to work towards the future of renewable energy like a good meal — especially a meal made from ingredients grown on our very own solar garden site. US Solar hosted its first **Sunshine Harvest Farm Tour & Dinner** in 2024, bringing together policy makers, landowners, developers, partners, and subscribers to enjoy a meal and learn more about agrivoltaics.

This dinner was a chance to celebrate a productive growing season, highlight our partners, and bring attention to the important research yet to be done and policy needed to continue advancing agrivoltaics.

As part of the educational portion of the program, different stations were hosted by US Solar employees, NREL employees, and Big River Farms representatives. We also featured messages from policy leaders, including Senators Amy Klobuchar and Tina Smith.

And the meal itself? Not only was it made from produce grown on our Big Lake site but it also was prepared by a local NYTimes-featured chef.

GIS EDUCATION



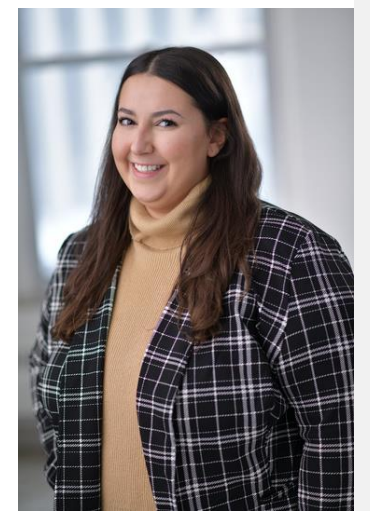
We believe a future powered by clean energy is possible — but it can only be achieved by generations working together for progress. **US Solar is committed to supporting the next generation of renewable energy professionals.** But how do you get the youth interested in something as inscrutable as GIS?

First, you raise awareness. The City of Minneapolis offers a Green Careers Exploration program meant to raise awareness in youth and young adults about green energy and environmental jobs. Working with Smart North, a Minnesota-based nonprofit dedicated to promoting digital equity, an intro to GIS class was offered.

Malika El Haddi, Senior Manager, GIS, spoke to middle and high schoolers from Minneapolis Public Schools as part of their Smart North program. Malika shared how GIS is used in the real world and shared the power of maps.

“ Seeing very young faces get interested in a career they didn’t know existed is exciting! I was so happy to introduce GIS and talk about how we use it at US Solar. ”

Malika El Haddi, US Solar Senior Manager, GIS



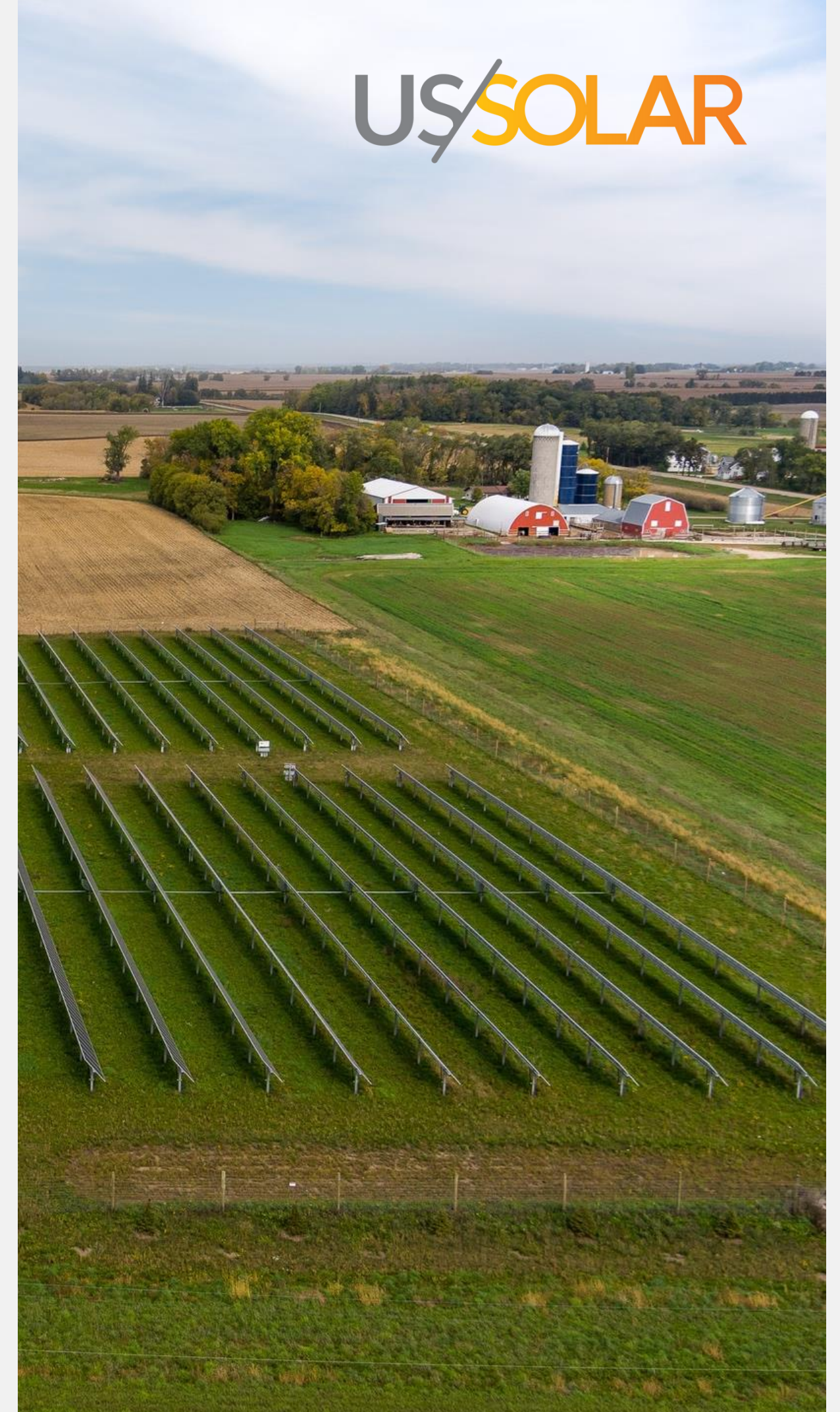
LANDOWNER SUPPORT FROM SITE SELECTION TO OPERATION

As an owner and operator of solar sites across the country, US Solar is dedicated to the long-term success of our projects. **The landowners we work with are essential partners.** US Solar strives to understand what is most important to our landowners and how we can support their goals.

We're proud of the ways in which we provide meaningful, consistent, and long-term support to landowners from the very beginning of our relationship. US Solar utilizes a proprietary GIS-driven site selection process to help identify the most suitable areas for solar development, balancing environmental responsibility with the needs of each landowner. We apply this level of care at every step in the process, from using GIS to maximize their land use to advocating on their behalf in permitting meetings.

“While data guides our approach, we recognize that **no one understands their land better than the people who live on it.** That's why we prioritize flexibility, collaboration, and long-term partnership from the very beginning.”

Nicholas Rolstad, US Solar Senior Director, GIS & Site Selection



POLICY AND INDUSTRY ENGAGEMENT

US solar has been a vocal proponent and industry thought leader advocating for good policy in all the states where we operate.



➤ Policy Work

From working to make Interconnection Agreement payments more financeable to supporting Agrivoltaics adoption in key states, our policy efforts focus on defending and advocating for our subscribers and landowners while also advancing access to renewable energy for all.

➤ Industry Engagement

In 2024, we became even more active as a leader and participant in industry trade groups. As a thought leader looking to benefit the broader industry, US Solar employees frequently speak on panels and to the media to educate industry peers and the general public about making solar solutions and local energy accessible.

As a leadership-level member of CCSA, we have an increased ability to make a meaningful impact on crucial policy and regulation. In Minnesota, we have team members on the board of MnSEIA helping to lead our advocacy efforts in the state.

“Effective engagement on state policy and regulatory matters is key to helping solar development achieve a level playing field with legacy generators and generation types.”
Ross Abbey, US Solar Director, Regulatory & Legislative Affairs



LOOKING BACK

2024 marked a major milestone for our team. Over the past decade, we've grown from a single market to a mission of providing opportunity and access to clean energy solutions across the country.

People and Planet First: Scaled our team to support new markets, advanced access to affordable, local clean energy, and brought our operations to 100% renewable power.

Innovation Milestones: Energized our largest Solar + Storage project bringing greater reliability and resilience to the grid.

A Decade of Impact: Celebrated 10 years of delivering community-centered, sustainable energy solutions. We formalized our long-term focus by aligning with the UN Sustainable Development Goals, providing for a consistent framework to guide both purpose and performance as we continue to grow.

2024 Impact Report





LOOKING AHEAD

The transition to clean energy requires action and solutions of all kinds. **As energy demand in the U.S. continues to grow, our role as a solar developer has never been more critical.** At US Solar, we're proud to help power the future with scalable clean energy solutions that support the grid when and where it needs it most. We will continue to invest in energy storage solutions to expand grid resiliency and strengthen American energy abundance.

How we deliver those megawatts is an increasing focus for US Solar. From expanding access to community solar to protecting local ecosystems, we design projects to deliver long-term shared value.

In 2025, we are committed to growing our impact through the lens of the UN Sustainable Development Goals. We have significant projects in our development pipeline advancing forward every day that will benefit thousands of residents, sharing clean energy benefits with low-income households.

We recognize the impact of a solar garden goes beyond energy production. As we grow, we are committed to understanding the full lifecycle impact of our projects, from land use and materials, to end-of-life management, ensuring **we build and operate with intention for tomorrow while delivering tangible and meaningful benefits today.**



**WE'RE LOOKING FORWARD TO ANOTHER YEAR
OF GOOD WORK.**

