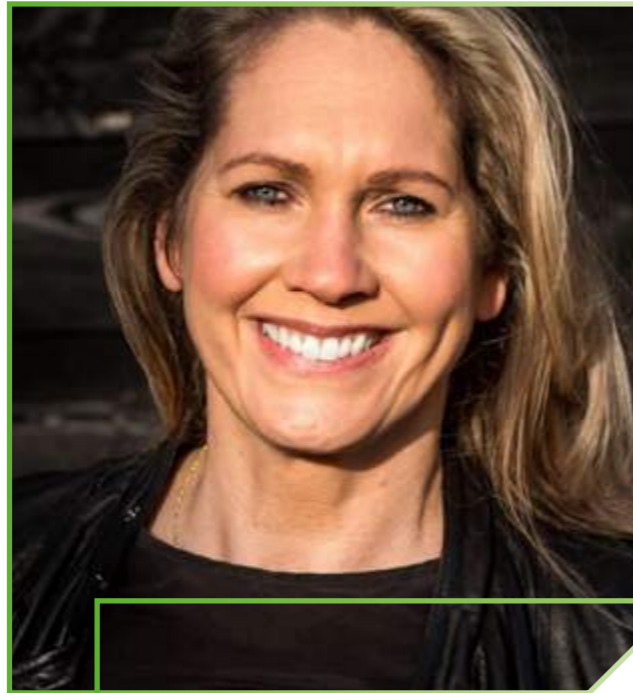




EMPOWERS IMPACT REPORT 2022



“AT ESDEC SOLAR GROUP, WE ALL SHARE A PASSION FOR CREATING THE CHANGES WE SEE AS NECESSARY”

The transition to clean energy lies at the core of the Esdec Solar Group’s activities. We started our journey in 2004 and have been enabling the shift to sustainable solar energy ever since. On this journey, we share a passion for creating the changes that we see as necessary to sustainably reduce humanity’s impact on our environment. During my years at Esdec Solar Group, both working in the Netherlands and the US, I came across many initiatives which involved community work.

Colleagues began sharing stories about meaningful projects they had initiated in their communities, and I also learned about the ‘what if’ stories; Projects that couldn’t fly without extra support, that needed funding, manpower, or knowledge from other parties. In 2021, Esdec Solar Group Empowers was formed; An initiative that strives for equal access to sustainable energy for everyone.

With the support of Empowers, we initiate and support projects with a focus on building sustainable community solar energy. Additionally, the program focuses on growing the network of solar professionals by supporting historically under-represented groups with educational training and job opportunities.

I am happy to share some of the amazing initiatives in this Impact Report, which could not have been realized without the dedication and collaboration of all colleagues and business partners around the world. Together we enable the transition to sustainable solar energy for future generations!

Vera Vos
Chair of the Empowers Board
VP Strategic Marketing & Corporate Communications



Jolene Ciosek
Co-Founder ESG Empowers & Marketing Manager at EcoFasten



Angie Fryer
Co-Founder ESG Empowers & Director Marketing at IronRidge



Kalim Azad
Co-Founder ESG Empowers & VP Global Sourcing and Quality at Esdec Solar Group US



Jon Ash
Co-Founder ESG Empowers & VP Product Development Esdec Solar Group US



Eva van 't Hul
Board Member since July 2022 & Customer Service at Esdec



Martijn de Jong
Board Member since July 2022 & Senior Project Buyer at Esdec Solar Group EU



Julie Sears
Board Member since July 2021 & Human Resource Business Partner at PanelClaw



WHO WE ARE

Esdec Solar Group (ESG) is the world's leading designer and developer of high-quality rooftop solar racking and mounting systems and has operations in Europe, North America, and Asia. Developed for installers, by installers.

Empowers is the charitable initiative of Esdec Solar Group and is fully supported by the business and its people. We recognize that we have a greater role to play in the world. For us, being a commercial business is not solely about making a profit. Many of our employees are passionate about making an impact, at work and in the communities they live in, or which are close to their hearts. Empowers provides a platform to support these initiatives and it contributes to our beliefs about education and solar power. With our support, we do our utmost to empower people and enable them to contribute to a greener future.

Every day we strive to grow the network of solar installers and solar power consumers. We want the future generations to inherit a greener world. We believe solar power should be accessible for everyone and that education leads to empowerment.

“ESDEC SOLAR GROUP’S MISSION, VISION AND VALUES STAND FOR WHO WE ARE AS A BRAND AND AS INDIVIDUALS. EMPOWERS SHARES THESE CORE PRINCIPLES AND IS COMMITTED TO USHERING IN A GREENER FUTURE.”

MISSION

We are striving to empower and inspire the next generation to achieve a green planet by:

- Providing sustainable focused educational training and workforce opportunities
- Support sustainable community projects
- Providing supportive partnerships with similar organizations who share similar vision mission and values to help us all to achieve our collective goals

VISION

We envision a future with equal access to sustainable energy for everyone.

VALUES

We are one family

We produce more with less

We do the right thing

We embrace change for the better

EMPOWERS GOALS



FREE JOB TRAINING

Empowers supports free job training to better prepare the next generation of installers.

Free Job Training to:

- Lower unemployment
- Offer decent work for all
- Create sustainable economic growth
- Lower the poverty rate
- Build sustainable cities and communities

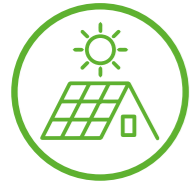


SOLAR FOCUSED EDUCATION

Providing solar focused educational opportunities for students and children.

Solar Focused Education to:

- Reduce gender inequality
- Create sustainable economic growth
- Lower the poverty rate
- Empower future generations
- Consolidate sustainable societies
- Encourage research on sustainable development
- Build sustainable cities and communities



SUPPORT SOLAR PROJECTS

Our goal is to support our communities by providing easy access to solar projects and equipment.

Supporting Solar Projects to:

- Accelerate the growth of affordable and clean energy for all
- Build sustainable cities and communities
- Increase awareness for climate action
- Decrease the number of people who live without electricity
- Reduce pollution



FINANCIAL SUPPORT

Besides in-kind support, we have the opportunity to provide additional financial support and contribute to building a more sustainable and just world.

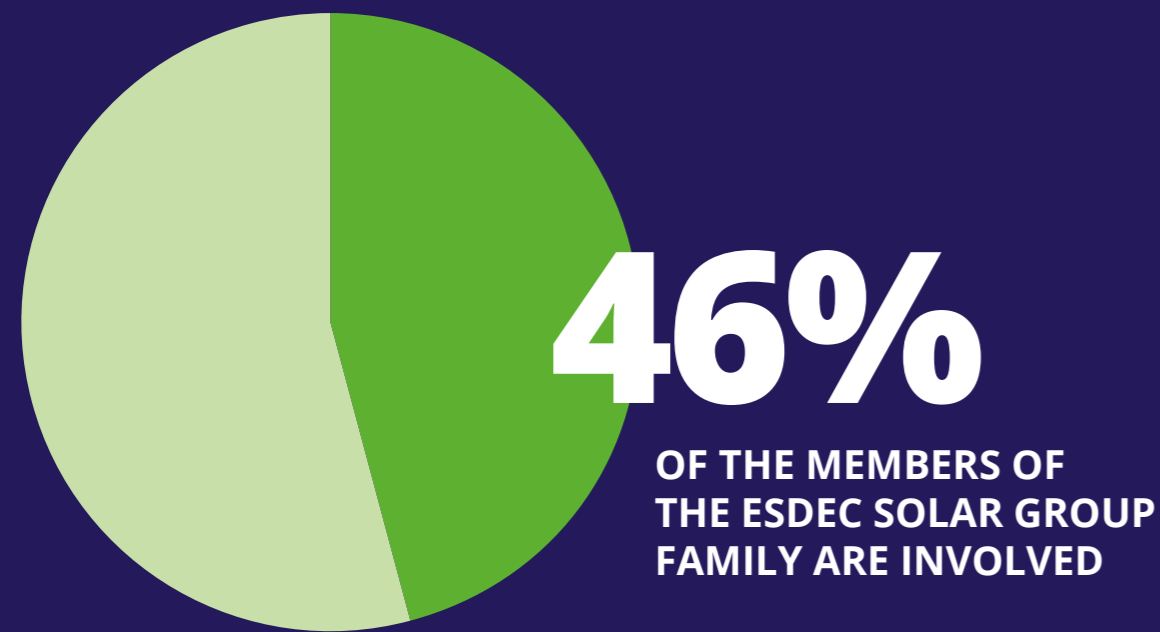
Financial Support to:

- Lower the poverty rate
- Combat gender equality
- Reduce inequalities
- Create financial inclusion
- Build partnerships to meet our goals



FOR MORE INFORMATION, VISIT:
WWW.ESG-EMPOWERS.COM

OUR FIRST ACCOMPLISHMENTS

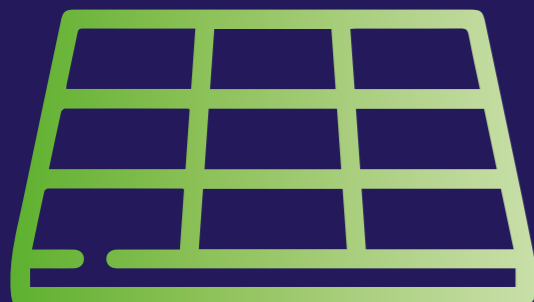


25 PEOPLE FOUND JOBS AS INSTALLERS

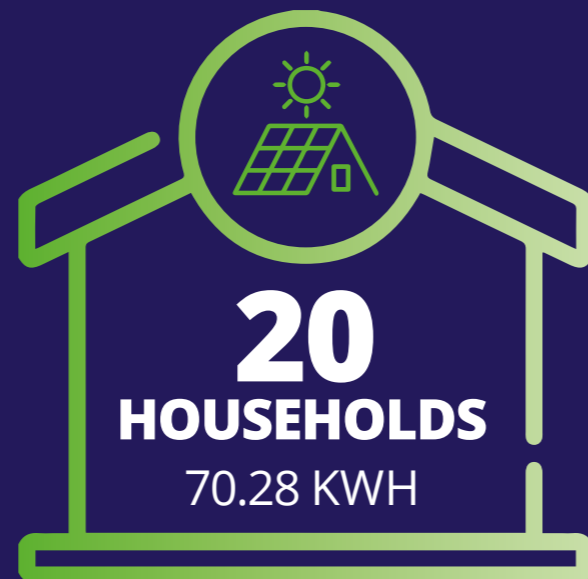


\$ 21,500
DIRECT SUPPORT TO OUR LOCAL COMMUNITIES

268
PANELS INSTALLED



=



195 KIDS RECEIVED SOLAR FOCUSED EDUCATION

EMPOWERS FREE JOB TRAINING



ESDEC EMPOWERS

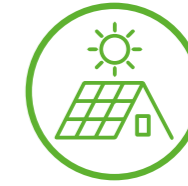
Our very first project was simply called Esdec Empowers, which we did in a partnership with Gemeente Deventer, Konnected, Aventus, BDA, and Esdec. The project was focused on supporting the unemployed. Empowers provided the training needed to become professional, certified solar installers, and with the partners that helped the installers find jobs.

When Bram learned about the free Empowers Solar Training, he immediately thought about the chance for a new career. "There are a lot of solar panels that must be installed. I don't have a technical background, but I am handy, so I decided to go for it."

After a training of 10 days, Bram is now a fully certified installer and knows his way around panels and inverters on the roof. "At Esdec's Innovation Center, we have trained on life size pitched roofs. That was useful." Now Bram has a job at Cottus (an installation company in Apeldoorn, the Netherlands). "I enjoy being a solar installer, and I learn every day. This way I can build on a sustainable future, also for the people around me. My life is back on track, I take pride in the work I do, and I am very happy to be given the opportunity to do the training."



EMPOWERS SOLAR PROJECTS



Marc Dalderup on the roof installing the panels with FlatFix Fusion



"The total installation of the system of 30 modules went very smooth and with the help of 2 Esdec volunteers, it was completed within 5 hours. This system will generate over 10,000 kWh / year, which corresponds with annual savings of €7,000. In addition to savings, we have realized a zero-emission house."

Marc Dalderup
Director Business Development
Esdec Solar Group and Secretary
of the OpenDorp Board

Stichting Open Door supports and guides young disabled people, helping them to become self-supportive. Empowers' goal is to usher in a greener world for future generations. By donating a FlatFix Fusion system to the new OpenDorp home of Stichting Open Door, we support a green and equal community for the people who reside there.

OpenDorp is a new home started by the OpenDoor foundation in Loon op Zand the Netherlands and is housing 8 young adults with disabilities.

In April of 2022 the extensive reconstruction project was completed. As a result the building is gas free and mainly run by solar and geothermal energy.

Empowers supported the delivery of the mounting structure, while Trina delivered the modules, and SolarEdge donated the Inverter. The installation of the solar system was done by many volunteers with the guidance of a professional solar installer.

[VISIT OPENDOOR ZORG](#)

EMPOWERS EDUCATION



US based Wolfpack Robotics is part of the nationwide FIRST Inspires Program founded by Dean Kamen over 30 years ago. Wolfpack Robotics uses known strategies to increase students' interest in STEM education, a teaching approach that combines science, technology, engineering, and math.

Wolfpack Robotics' mission is to inspire young people to be science and technology leaders and innovators by engaging them in exciting mentor-based programs that build STEM skills. This aligns with Empowers' mission perfectly, as it supports not only STEM education but also teamwork, communication, and leadership.

Empowers has become one of the key sponsors of Wolfpack, providing financial support, allowing Wolfpack to source all the parts and components needed for the robot the build each season.

[VISIT THE WOLFPACK ROBOTICS WEBSITE](#)



PARTNERSHIPS

Empowers focuses on creating a positive and lasting impact on youth and historically excluded communities. We believe in investing in our communities not only by emphasizing education and training and by promoting organizations that align with our idea of a greener future, but also so we can really see what we can do to help them get a step closer to their goal.

We help partners make their premises more sustainable by providing support with the installation of solar panels. By providing free training to people who don't have access to labor markets, we assist them in becoming professional solar installers. We share our industry knowledge and partner with non-profit organizations to get solar arrays installed on their roofs.



ENCIRCLE

"As a proud member of the LGBTQ+ community, I couldn't ask for a better employer than Esdec Solar Group. Not only does the company's purpose and mission align with my values of contributing to a better, brighter tomorrow by improving renewable energy globally, but the organization also takes action to improve the lives of underprivileged and overlooked communities like the LGBTQ+ communities.

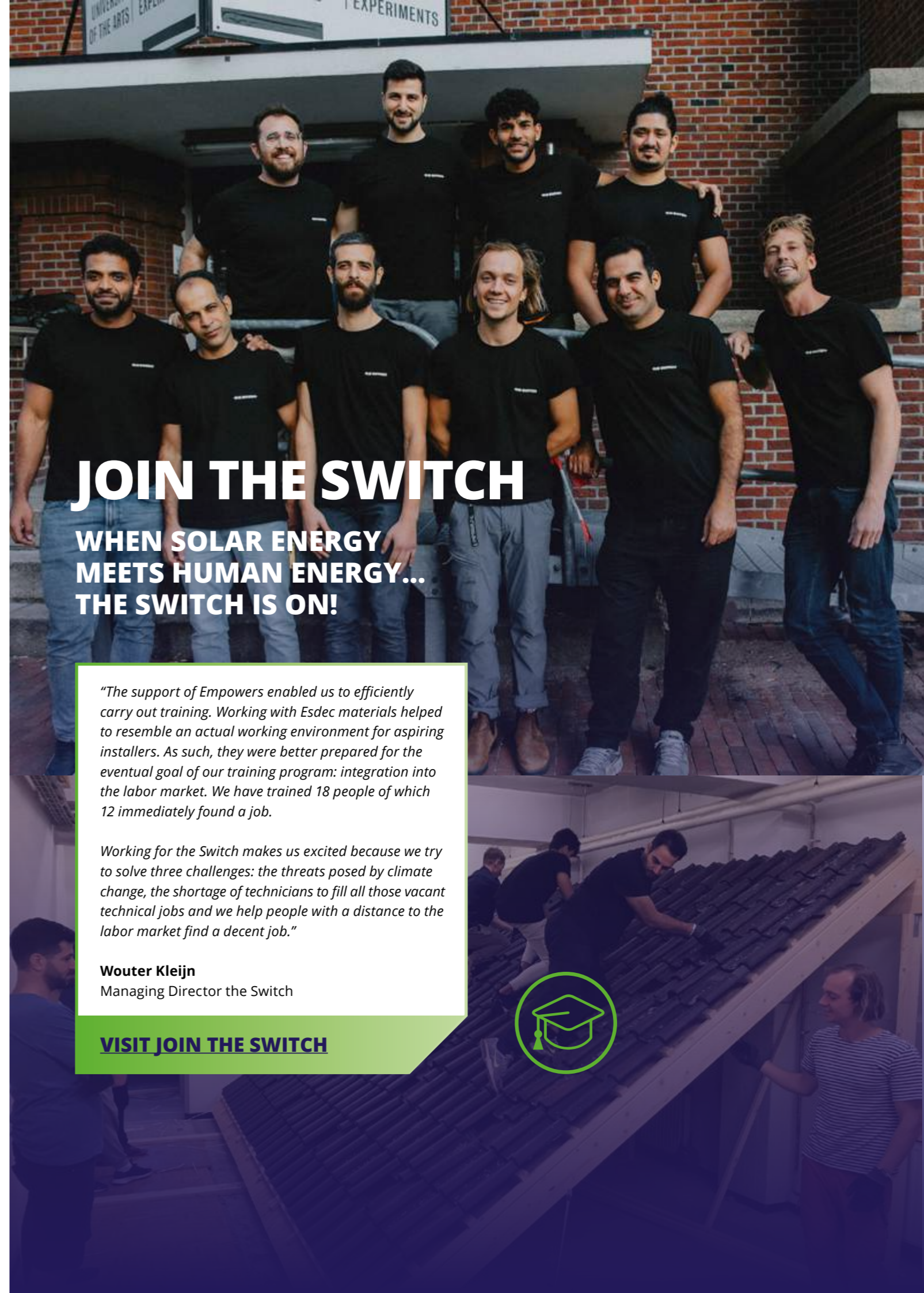
As someone who has worked with many solar companies and their involvement with pride, D&I, etc. I can recognize the Empowers Executive team as true allies and community leaders driven to spark change. As soon as they were informed of the Encircle initiative, they quickly jumped into action to donate and help provide each Encircle house with solar mounting equipment. I'm excited to see the Empowers and Encircle partnership grow in the future."

Prescott Dunn
E-learning and Development Manager EcoFasten

[VISIT THE ENCIRCLE WEBSITE](#)



"AS SOMEONE WHO HAS WORKED WITH MANY SOLAR COMPANIES, I CAN RECOGNIZE THE EMPOWERS EXECUTIVE TEAM AS TRUE ALLIES AND COMMUNITY LEADERS DRIVEN TO SPARK CHANGE."



JOIN THE SWITCH WHEN SOLAR ENERGY MEETS HUMAN ENERGY... THE SWITCH IS ON!

"The support of Empowers enabled us to efficiently carry out training. Working with Esdec materials helped to resemble an actual working environment for aspiring installers. As such, they were better prepared for the eventual goal of our training program: integration into the labor market. We have trained 18 people of which 12 immediately found a job.

Working for the Switch makes us excited because we try to solve three challenges: the threats posed by climate change, the shortage of technicians to fill all those vacant technical jobs and we help people with a distance to the labor market find a decent job."

Wouter Kleijn
Managing Director the Switch

[VISIT JOIN THE SWITCH](#)





NATIVE RENEWABLES

“Native Renewables is a Native American, female-led non-profit with the mission of empowering Native Nations through Solar. With a focus on the Navajo & Hopi Nations, NRI offers community-based solar education, a workforce development program aimed at Native American solar installers & has a goal to provide access to off-grid solar PV systems for 15,000 reservation-based homes that do not have access to the utility grid.

In 2022, Empowers kicked-off support of these initiatives with a donation of \$10,000, partnered the IronRidge Installer Certification Program with Native Renewables. Enabling them to certify all future participants in their workforce development program as Certified IronRidge Installers. They also developed an internal STEM contest that invited the entire Esdec community to help create an educational STEM-focused game that will be distributed to the families that Native Renewables serves.

Moving forward, I’m thrilled to continue working with Empowers & Native Renewables to expand our collective impact through continued partnership, as well as through development of the Empowers Solar Education Program, which will help bridging the gap between historically excluded communities and access to sustainable, solar powered energy.”

Madalyn Adkins
SOX and Internal Risk & Control Coordinator,
Esdec Solar Group US

[VISIT NATIVE RENEWABLES](#)



GOALS 2023 AND BEYOND

Empower was founded in 2021, 2022 is our first full year of activities, and we are on a roll! For 2023, we are aiming high, some of the goals we wish to realize:

1,500 EMPOWER HOURS

Offer "Empower Hours" as part of our working conditions package. These hours can be use by our employees on a voluntary basis, supporting an empowers project.



1,500 KIDS RECEIVE SOLAR FOCUSED EDUCATION

Together with the Cool Kids Box we have developed the Cool Tech Box to encourage STEM education through fun projects with STEM focused toys, allowing children to achieve the high goals the European Government and the United Nations have set for 2050. We need to increase the number of people working in Technology fields enormously. It starts with getting youth aligned with the mission to reach net zero emissions by 2050.

[VISIT COOL TECH BOX](#)

TRAIN 450 PEOPLE



We are welcoming more and more historically excluded communities in our ever-expanding worldwide pool of newly trained installers. By providing educational training and job opportunities, we will make all our learning material platforms available for underrepresented groups. In addition, we started our SolarED Talks project. We are passionate about a clean and green planet for all. To inspire that passion in others, we must invest in opportunities that will educate, train, and excite people of all backgrounds to pursue a career in a sustainable driven industry.



PROVIDE 35 HOUSEHOLDS (125 KWH) OF SOLAR POWER


We are determined to find at least 10 projects where we can offer the installation of solar panels.



INSTALL 500 PANELS

ALIGNING WITH UN'S SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Education is one of the most powerful and proven vehicles for sustainable development. Providing inclusive and quality STEM education for all not only ensures equal chances for boys and girls. It also eliminates gender and wealth disparities and achieves equal access to a quality higher education.

7 CLEAN ENERGY



Ensure access to affordable, reliable, sustainable and modern energy for all.

Empowers enables the clean energy transition by providing innovative mounting systems designed and distributed by our parent company to the solar industry. In 2022, our systems were installed in 3.5 GWp of solar energy infrastructure.

8 GOOD JOBS AND ECONOMIC GROWTH



Empowers promotes the targets related to SDG 8 by providing solar focused education and installer training.

Twenty-five people have already found a job, and we are aiming to raise that number in the future.

11 SUSTAINABLE CITIES AND COMMUNITIES



Make cities and human settlements inclusive, safe resilient and sustainable.

The rapid growth of urban areas is a direct result of a rising population. Empowers contributes to creating communities that are inclusive, safe, resilient, and sustainable. Empowers' focus is on training and educating historically excluded segments of the populations because we know that with the proper training and education, we will contribute to enable the energy transition for future generations.

Empowers supports the Sustainable Development Goals that are stated by the United Nations. The goals provide a shared blueprint for peace and prosperity for people and the planet. Our activities have the largest impact on:



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

The impact of Empowers can be even broader with the cooperation of strong global partnership. The world is more interconnected than ever, and together we can create a positive and lasting impact.



The Sustainable Development Goals (SDGs) are interconnected, enabling the continuous development of a better, fairer, and more just world for the entire population. The activities of Esdec Solar Group can only impact so many of the SDGs. At Empowers, we have the opportunity to contribute to additional life-changing SDGs. Our current projects focus on education, gender equality, and sustainable communities. In the years to come we anticipate contributing to additional amazing initiatives, allowing us to together build a world where no one is left behind.

ESDEC SOLAR GROUP COMPANIES



ESDEC SOLAR GROUP

Esdec Solar Group holds 5 companies in both Europe and the US. Each company has its own market focus, products and expertise. Some are active in C&I, others in direct supply to installers and via distribution channels or exclusively focus on flat roof PV structures.

www.esdecgroup.com



BLUBASE

Founded in Zwolle, Netherlands in 2022, Blubase was spun out of two racking companies: Solar Construct Nederland and Solarstell. Blubase has worked hand-in-hand with installers for over a decade to develop fast installing, intuitive rooftop racking systems.

www.blubase.com



ESDEC

Founded in 2004 in the Netherlands by two PV installers, Esdec has since grown to become one of Europe's leading residential and commercial rooftop racking manufacturers, spanning more than 16 countries with over 9.5 GW capacity installed across the continent.

www.esdec.com



PANELCLAW

PanelClaw is a global expert focusing exclusively on flat roof PV structures. The company has gigawatts of experience engineering fixed, matrix, and ballasted applications and is the C&I market share leader in the United States.

www.panelclaw.com



ECOFASTEN

Phoenix Arizona-based EcoFasten sells a robust and innovative product line of rooftop PV mounts and racking systems directly to installers and via distribution channels.

www.ecofastensolar.com



IRONRIDGE

IronRidge helped to pioneer solar mounting systems in the mid 1990's and went on to grow into an industry-leading manufacturer of rooftop racking systems.

www.ironridge.com



**ESDEC
SOLAR
GROUP**
EMPOWERS



**CURIOUS HOW YOU CAN CONTRIBUTE
TO AN EMPOWERMENT PROJECT?**

CONTACT US FOR A JOINT SUSTAINABLE JOURNEY
AT INFO@ESG-EMPOWERS.COM

WWW.ESG-EMPOWERS.COM